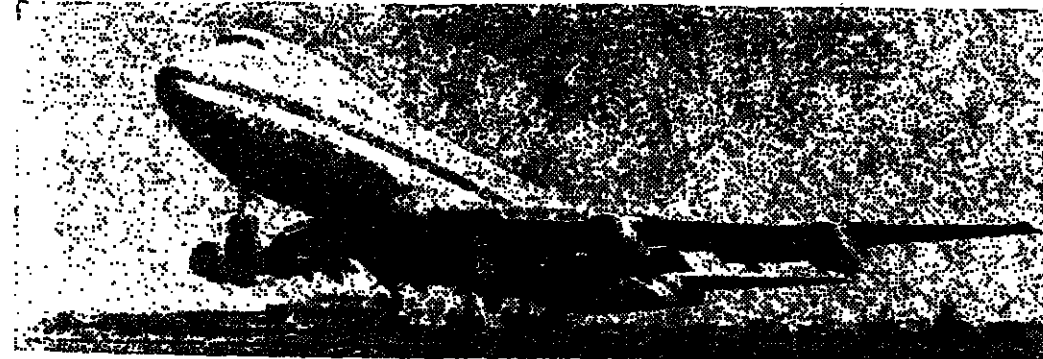


# 63 feared dead as jumbo jets collide on Tenerife runway

between two jumbo jets at Tenerife airport in the early hours of yesterday evening was apparently the world's worst air disaster. Unconfirmed reports four hours later put the death toll at 563 dead, with 49 injured, and 11 critically. It appeared that a Pan Am Boeing 747 had been diverted from Las Palmas as the Dutch aircraft was

preparing for takeoff with full fuel tanks, and both jets exploded. Tenerife airport was at saturation point because Las Palmas airport on the neighbouring island of Grand Canary had been closed by a bomb planted by a separatist organization. Both the jumbo jets had been diverted from Las Palmas.

## World's worst air disaster after jumbo diversion



A Pan Am jumbo jet: Boeing 747s have flown for eight years with a fine safety record.

Debelius... March 27... bomb explosion... islands indirectly... the worst air disaster... when two jumbo jets... toll was tonight... 563, with 49... one of them critically... two jets, diverted... on the island of... any near by because... explosion there, col... ground level with... which was taking... the Lus Rodeos air... island of Tenerife... neither of the big... have been using... the bomb had not... earlier in Las Palmas... that explosion... to be the work of... and separatists, indi... at least five people... were there... agencies... using the wrong run... aircraft exploded on... Most of those who died... in the blast or in... fire which followed... in the horror... passengers on board... American World Air... coming from Los... via New York, and... and 225... and 14 crew on... a KLM jumbo which... down the runway... programmes in the... islands were inter... separately with a call... military and civilian

doctors and nurses in the islands to report as soon as possible to the scene of the disaster. Police closed all roads leading to the airport except for authorized traffic. The Rodeos airport, a wide, swept, narrow landing field nestled between steep mountains and often covered by mist, has long been known to commercial pilots as a difficult one. The extremist bomb blast on the neighbouring island of Grand Canary obliged authorities to divert all air traffic from Las Palmas airport to Los Rodeos. As a result the normal Sunday traffic at Los Rodeos was doubled with about 400 landings and takeoffs. Airport sources said the volume of air traffic over Tenerife had reached saturation point. To complicate the position further, Spanish air controllers are still working to rule in a labour dispute which began last summer. The bomb was set in Las Palmas airport, police suspect, by the Movement for the Independence and Autonomy of the Canaries (MIPC), a far left organization led by a Spanish named Antonio Cubillo. He broadcasts half an hour a day from the Algerian national radio a programme beamed towards the islands, calling itself "The Voice of the Free Canaries". Only last month police announced a roundup which they claimed had brought in most of the activists of this political extremist organization.

Sue Masterman writes from The Hague. The KLM version of the disaster was given tonight by an airline spokesman, who said that the Dutch aircraft was taking off when, just before it left the runway, the Pan Am 747—which was touching down—cut across its tail. "Visibility was very poor, but the accident is entirely inexplicable," KLM said. The Dutch charter flight, KL 4805 from Amsterdam to Las Palmas, was carrying 229 passengers and 15 crew. The aircraft, the Boeing 747 De Rijn, was taking off after waiting three and a half hours at Tenerife. All passengers were booked for a Canary Island holiday through Holland International, one of the company's largest tour operators. Within minutes of the news reaching Holland, crisis centres had been set up by KLM and Holland International to answer inquiries from the relatives of passengers and crew. Dutch radio and TV cancelled their less serious programmes, switching to classical music and broadcasting regular news bulletins.

Peter Stafford writes from New York: Pan Am said that its 747 was crossing the runway at the Santa Cruz airport when it was hit by the KLM jet. Of the 364 passengers on the Pan Am flight, 275 had joined in Los Angeles and the others in New York when it stopped here. Our Air Correspondent writes: This was the disaster which the world airline industry had feared ever since the era of the jumbo jets began in 1969. It was Pan American which made the new generation of wide-bodied aircraft possible by placing the first big order for the Boeing 747. Since then the jumbo has been joined by three other types of airliner capable of carrying mass passenger loads. But the 747 is still the biggest. Most airlines operate it with about 350 seats, but a version on the internal routes in Japan carries 500. Since entering service eight years ago the 747 has carried millions of people safely and, up to yesterday, had an extremely good safety record. Although more than 300 of them are flying, there has been only one serious accident, when a Lufthansa 747 crashed on takeoff from Nairobi because the flaps were not properly extended. This crash, in November 1974, cost 59 lives. Pilots like the 747 as a faultless aircraft to fly, in spite of its size. Most passengers like it for the space in its huge cabin and upstairs deck approached by a spiral staircase. The collision in the Canary

Islands is not likely to halt the trend among airlines to replace their fleets of older and smaller jets with jumbos and other wide-bodied airliners. These new types give them the economies which they need to keep costs down, and they also have quieter engines which comply with stricter noise laws being introduced at airports all over the world. The trend will be towards even bigger jumbos; there are plans for aircraft carrying up to 1,000 passengers already on the drawing board. The jumbo has proved itself. What is now needed are better air traffic control procedures to keep these huge airliners apart. In the world's worst air disaster before yesterday, 345 people were killed in 1974 when a Turkish Airlines DC 10 Airbus crashed outside Paris after its control cables were cut in a decompression accident after a cargo door blew out. Santa Cruz de Tenerife was the scene of a crash which caused 155 deaths in December, 1972. Then a Spanish Spanair Concorde came down in flames shortly after takeoff. The length of the single runway at Tenerife's Los Rodeos airport is 3,400 metres and is frequently used by jumbo jets, according to a KLM spokesman in Madrid.

## Mr Vance hopeful of Moscow progress

From Our Correspondent Moscow, March 27. Cautious optimism on prospects for his Moscow talks was voiced by Mr Cyrus Vance, the American Secretary of State, at a press conference here this morning. He described his welcome by Mr Andrei Gromyko, the Soviet Foreign Minister, as "most cordial". During the drive from the airport last night they had had a good discussion. A sharply critical Pravda editorial yesterday had made no direct reference to the Vance visit. Instead it had called for the completion and signing of a new Soviet-American agreement on strategic arms limitation, and for progress towards a mutual reduction of arms. A measure of agreement, Pravda said, had been reached in Vladivostok in 1974 but further progress had been delayed by the passive attitude of President Ford's Administration. President Carter's Administration had two months in office, had so far taken no constructive steps. Asked for comment on this charge, Mr Vance said there was no point taking up the past and that he was looking towards the future. He thought the Administration for the past two months had been working diligently to prepare for the talks, "and we are now prepared and ready for discussion". Mr Vance said he intended making more sound, and he hoped they could serve as the framework for a new agreement. He was confident that both sides wanted real progress towards arms control. Mr Vance said he had been made in the first round of the strategic arms limitation talks (Salt), and at Vladivostok. The objective now was to move rapidly forwards and make deep cuts in the respective arsenals of strategic weapons. The talks are due to start tomorrow morning, and while it is assumed that Mr Brezhnev, the Soviet party leader, will play an active part, Mr Vance said he did not know who besides Mr Gromyko would be present on the Soviet side. He planned to set out the American proposals in his opening remarks and to suggest immediate discussion of them. But if the other side wanted to postpone such a discussion to allow time for more consultation, that would also suit the Americans. The present plan was for the talks to last three days and for the American delegation to leave on Thursday, but the Secretary of State said he was prepared to extend the talks for as long as was necessary to make progress. The subject of trade would also be raised at the opening meeting, Mr Vance said. Asked about the chances of Congress ratifying the Jackson-Vanik trade agreement with Soviet concessions on Jewish emigration, he replied that it would be difficult at present. The Pravda editorial had alleged that the Democrats had not failed to implement their promise to promote peaceful relations with the Soviet Union, but had also engaged in "impermissible attempts" to interfere in the internal affairs of the Soviet Union. Only last week it said the White House had called for the construction of extra radio transmitters for "such centres of psychological warfare as Radio Free Europe and Radio Liberty". Asked to comment on this, Mr Vance said that other countries, including the Soviet Union, spent considerably more than the United States on radio propaganda; then, correcting himself with a smile, he added: "I mean radio information." He hoped the human rights issue would not complicate the Salt negotiations. He would not raise this topic in the talks, but would discuss it if it were brought up by the Russians. He had rejected requests from Soviet dissidents to see him, as his time would be occupied entirely with the official negotiations. David Cross writes from Brussels: Stopping off briefly here to consult his two partners on this week's talks in Moscow, Mr Vance said he expected heated exchanges over President Carter's gestures on behalf of Soviet dissidents, but despite the differences over civil rights he expected the Russians to be businesslike on points of substance. Photograph, page 5. Leading article, page 13.

## Tax cuts of more than £1,500m if unions accept new pay curb

By George Clark Political Correspondent. Taxation changes reducing the burden on personal incomes by at least £1,500m with the promise possibly of more to come if there is a satisfactory agreement with the unions on the next phase of wages policy, are expected from the Chancellor, Mr Healey, when he presents his Budget to the Commons tomorrow. Adjustments in the tax bands to restore incentives to middle management and skilled workers, who are now complaining about the squeezing of differentials, and a big uprating of personal allowances to take low-paid workers outside the tax bracket, have been fore-shadowed by the Chancellor and by Mr Callaghan. But Mrs Thatcher and the Shadow Cabinet are already warning the public, and particularly the electorate, that the Chancellor may try to give the impression that he is making concessions in a "giveaway" Budget when in fact he will hardly be able to restore what he will have to bear in mind the likely impact on his chances of getting a phase three pay agreement with the unions if he changes value-added tax. An increase in VAT and general excise duties would bring in a substantial amount of revenue that would be used later if the Chancellor needed to make further tax adjustments to placate the unions. Those could be made, as last year, when the Finance Bill got to the committee stage. Mr Padoa-Schioppa, the Liberal economic spokesman, made clear in the talks leading to last week's agreement with the Government that his party would be looking for a sign that the Government is prepared to move away from direct taxation and put more weight on consumption taxes. Mr Padoa-Schioppa was asked on the BBC radio programme, *The World This Week*, yesterday about the amount that might be given in the next wage round. "I have taken a very tough

Continued on page 2, col 7

## Strikers will picket four more hospitals in Surrey today

Health authorities are expected today to seek a High Court injunction to restrain pickets from stopping the supply of essential drugs to five Surrey hospitals. Yesterday pickets at Epsom said they would be willing to allow through essential supplies such as drugs, blood, food and bed linen in return for assurances that all staff canteens would be closed and that no more volunteers supply convalescent patients. A union official said that domestics and other ancillary staff from at least four other Surrey hospitals would join the strike today. Mr Jack Jones, the transport union leader, may be asked to intervene. Members of the Transport and General Workers' Union (TGWU), enters its eighth day today. Dissatisfaction over new duty rota and the dismissal of 30 porters for alleged breach of contract led to the dispute which now involves more than 60 strikers. The hospitals involved are The Manor, at Epsom, catering for between 800 and 900 mentally handicapped patients; West Park, Epsom, which has 1,100 mentally ill patients; Epsom District Hospital, a 400-bed general hospital; the Schiff Hospital at Cobham, a post-operative and geriatric unit with 60 convalescent beds and 16 beds for geriatrics; and Cuddington Hospital, Burslem, a geriatric unit with 140 beds. After discussions between local officials and union representatives, pickets allowed drugs,

blood and oxygen into the Epsom District Hospital on Saturday, but food and oil supplies will soon be needed. Several more people rode on horseback through picket lines yesterday to deliver food supplies to The Manor Hospital. On Saturday five women rode on horseback through the picket outside the Schiff Hospital. They were led by Miss Sue Forster, aged 22, a partner in the restaurant at the Silvermere Golf and Equestrian Club at Cobham. Miss Forster, who did not know yesterday's riders, said she took her action on Saturday because she was disgusted with the picketing and thought that people "usually jump out of the way of horses". She added: "They tried to stop us, but unsuccessfully. One man threw down a stick in front of the horses and they all started clapping, but we rode straight through." Officials for the hospitals spoke of the "tremendous" public support. A Devon chef offered to use his holiday to help to cook. Sir Brian Winstanley, administrator at The Manor Hospital, said he was concerned about hygiene. "Areas like toilets and ward kitchens are getting a service but obviously not a totally adequate service. They are doing intensive cleaning in a hospital of this type." At Schiff Hospital heating has been turned down because oil is running short and may last only two more days. Stocks of food are also low, and visitors and staff are struggling in supplies.

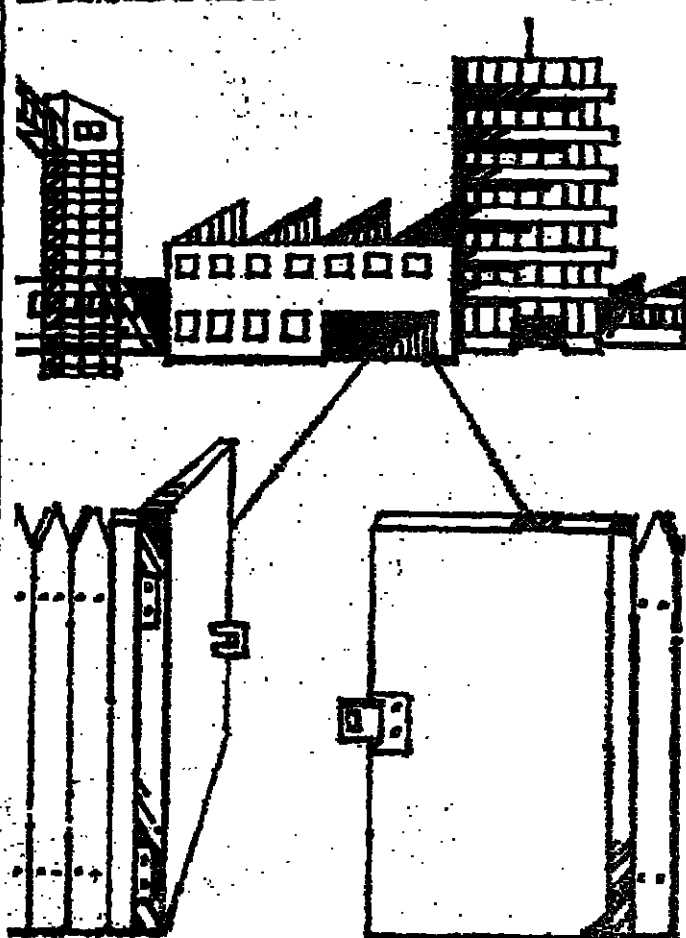
Outside the hospital gates a shop steward, Mr William Harper, said: "An oil delivery is due any day now, but we will not let the oil in. We do not stop drugs but if the oil lorry or any other supply lorry comes through, we will lie down in the road to stop it." "We are sympathetic about the patients but it is about time management woke up and saw that the hospital was in a state of emergency," Mr Jones, TGWU general secretary, may be called in to try to settle the dispute. He is due to meet Mr Mick Martin, the union's national secretary for the public services sector, today to discuss the issue. Mr Jones said that Epsom branch secretary of the TGWU, said yesterday that domestics and other ancillary staff in at least four other Surrey hospitals would strike from today and picket their hospitals. The strike would involve hospitals are Queen Mary Hospital for Children at Croydon, Looe, Looe Psychiatric Hospital at Epsom, The Royal Marsden at Sutton and the Elmwood at Walton-on-Thames. "We did not stop the essential supplies of drugs, but our members in those hospitals are joining us in the hope that we can bring an end to the row," Mr Smith said. "We also want to see Mr David Butler, Secretary of State for Social Services, send a representative to look into the authorities who run the mid-Surrey health district. We hope this new action will bring pressure on him to do so. We know he is watching the situation."

## Sit-in by builders threatens holidays

From Our Correspondent Rhyl. Two hundred building workers occupied the main Pontin's holiday camp at Prestatyn, North Wales, last night, two weeks before Easter weekend, for which the camp is heavily booked. They are members of the Union of Construction, Allied Trades and Technicians (Ucat), and were employed in the construction of the company's new camp at Tower Beach, near by. In January they were dismissed for alleged low productivity and a month-long sit-in followed. That was ended by a High Court injunction two weeks ago. Last night the workers said that only security guards would be allowed through the gates at the occupied camp. No holiday-makers would be admitted. Nor would the camp manager and his staff. Last month a regional conciliator failed to bring about a mediated return to work and the withdrawal of the dismissal notices. "We want that decision implemented," Mr Barry Scragg, the Ucat site convenor, said. "We have hung about now for 10 weeks without pay and without work. We are dealing with a stubborn man in Fred Pontin." Pontin's said last night that the company would probably take legal action to remove the men.

Mr Reg Prentice, the former Minister for Overseas Development, who has been dismissed by his left-wing dominated local Labour party, announced yesterday that he would stand for Parliament in the constituency, Newham, North East, as a Democratic Labour candidate, at the next general election. He said his announcement had been delayed in deference to the views of "my good friends" in the local party who had been trying to win it back to the path of moderation and good sense. Their efforts had deserved success. "They control four out of the nine ward parties, but this has not been quite sufficient to dislodge the extreme left-wing faction which runs the constituency party," he said. "A formal announcement could not reasonably be postponed. The newly elected general management committee still has a left-wing majority and has been given permission by the national executive to choose a candidate." Meanwhile, events had given a reminder that a general election could occur at short notice and his constituents were entitled to know where he stood. He would contest the election on the principles that he had followed for many years. "I am a social democrat who believes in reform, not revolution; in national unity, not class war; in the rule of law, not in direct action by militant groups; and in economy rather than total nationalization," he said. His appeal would be to people of all parties who believed in democracy; he was sure that thousands of Conservatives, Liberals and independents would recognize that the issues cut across all party boundaries.

## WE HANDLE SOME OF THE COUNTRY'S MOST DESIRABLE RESIDENCES



There's a lot more to KFR than town and country houses. We deal with commercial property in a very big way. Who knows? One day we may be reminding you that we have a residential side too.

**Knight Frank & Rutley**  
20 Hanover Square, London W1M 1AU. Tel: 01-629 8171. Telex: 265384.

## Mr Ram takes fence post Desai Cabinet

Asif Ali Zardari, head of India's Congress Democracy party, has been named in the defence portfolio in Mr. Desai's new cabinet. This was announced after an intense post-weekend in Delhi when Mr. Ram, one of the country's underprivileged, first withdrew from the cabinet list.

## pc support Scots

opinion poll published in The Scotsman today shows that 70 per cent of people in England, Wales and Scotland believe Scotland should have a say in its own affairs. Only 41 per cent want the Government to continue with the devolution Bill.

## hodesia poll call

shop Abel Muzorewa has called on Britain to organize a referendum on Rhodesians, including whites, to choose a national leader to take over from Mr Smith.

## Labour left-wingers want NEC meeting

Labour Party left-wingers hope to be able to call a special meeting of the national executive committee to review the Government's agreement with the Liberals. Mr Eric Heffer, MP, said that 12 signatories of NEC members of the 15 necessary for such a meeting had been obtained.

## Nuclear plant hope

Culham, Oxfordshire, is expected to be chosen for the location of a £120m laboratory for the Joint European Torus (JET) experiment to do research into the almost limitless source of energy available from a new type of nuclear fusion reactor.

## No new England caps

There will be no new England caps for the World Cup qualifying match against Luxembourg on Wednesday.

## EEC plans fund to stabilize prices

EEC leaders agreed at their Rome meeting on the need for a fund to finance butter stocks designed to stabilize commodity prices. They also agreed to study an extension of a system offering producers of raw materials compensation to offset trade fluctuations.

## 90 drug arrests

A total of 90 people were arrested in raids throughout Britain by 800 police officers in the last 24 hours in connection with the making of the drug LSD. Thirty were being questioned at Swindon; the rest were bailed.

## Health inquiry

There is to be a health inquiry into why unskilled workers have poorer health than the professional classes.

## Rawalpindi: Seven die as Pakistan police open fire on demonstrators

various parts of the country.

Leader page 13	Letters: On the natural government of Britain, from Professor Ivor Gowan and Mr Robert McGinnis, MP; pegging food prices, from C. Peter Butler.	Leading articles: The Budget; Mr Vance in Moscow
Features: pages 7 and 12	Raymond Fletcher on the politics of prices; Lord Gladwyn sees the European Parliament as freedom's safeguard; Lord Chalfont on negotiating with the Russians; Michael Eddy on the challenge to Britain's Rail; Profile on the Treasury by Peter Hennessy	Arts, page 11
Cinema: page 10	Robert interviews Oscar-winning Marlon Brando; the new man writing the James Bond music; William Mann was at Sadlers Wells to see <i>Le Cinesi</i> and <i>The Garden Wall</i> ; Lyndie Wardle reviews the new William Douglas Home play, <i>In The Red</i>	Obituary, page 14
Sport, page 7-9	Table tennis: Had start by England men's team in world championships; tennis: a ode Barker in final of Virginia Slims tournament; Squash: rackets: English seed beaten in British Open	Business News, page 15-20
Financial: Editor: The Corporate Sector and Mr Healey: As the North Sea Flows; International: NatWest's strengthening capital base; Rabcock/Morris next stage	Business: Features: Maurice Corbin on industry's budget expectations; Michael Frenchman describes how oil is giving a new lease of life to Mexico	Business Diary in Europe: The Spanish statistical war
TV & Radio	Theatre, etc	25 Years Ago
Universities	Weather	Wills
Obituary	14	7-9
Parliament	14	11
Parliamentary Debates	14	11
Property	10	11
Sale Rooms	14	11
Science	14	11
Snow reports	7	14
Court	14	11
Crossword	14	11
Diary	14	11
Engagements	14	11
Features	7, 12	11
Law Report	6	11
Letters	13, 16	11
Monday Book	11	11
Home News	2-4	11
European News	4, 5	11
Business News	5, 6	11
Agriculture	14	11
Appointments	14	11
Arts	11	11
Business	15-20	11
Chess	6	11







## HOME NEWS

## Scottish Tories will smooth over their internal differences on what form devolution should take

from Martin Huckerby

Edinburgh

The predicted battle between the supporters and opponents of devolution at the Scottish Conservative conference in May looks like being averted by a compromise motion that has been selected by party leaders.

The issue is not yet cut and dried, because there are divisions on both sides, but it appears that the Conservative leadership is smoothing over internal differences in not totally backing in Scotland.

Conflict has been expected because, despite the views of most of the 16 Scottish Conservative MPs, the party's commitment to a directly elected assembly for Scotland is dead. Nothing is being admitted officially, but the party wants simply to inter it as quietly as possible. Despite some pressure in the Shadow Cabinet, however, it does not intend to go to the extreme of opposing all devolution; its stated aim is "to keep the options open".

The motion selected for the Scottish conference will include a definite commitment to devolution, although in unspecified terms. There will be a call for a complete reconsideration of the subject and no vote on a directly elected assembly. The aim is to provide a motion worded so generally that both sides will find it acceptable, reading into it whatever they want.

Such an accommodation would not be possible without

the flexibility shown by the supporters of devolution since the debate of last December, when the Shadow Secretary of State for Scotland, Mr. Alick Buchanan-Smith, and other Scottish members of the Conservative front bench resigned over the party's decision to vote against the second reading of the Devolution Bill. Most of the devolutionists now accept that opinion in the party nationally is no longer on their side and thus they are willing to compromise.

One contributing factor has been the appointment of Mr. Francis Pym as the Conservative spokesman on devolution in place of Mr. Whitelaw, who was regarded as facing both ways on the issue. Mr. Pym has helped to keep the devolutionists' allegiance by maintaining in public that there must be some sort of devolution, but he has also helped to ensure that the replacement of Mr. Buchanan-Smith by Mr. Edward Taylor was seen as an indication that the party was going to oppose devolution completely, a stance that had been favoured by Mr. Taylor.

However, Mr. Taylor was chosen largely because he was the only Conservative MP of any stature in Scotland who was not actually a devolutionist. And as one devolutionist put it, by placing Mr. Taylor in charge and thus making him responsible for uniting the Scottish party, the leadership had neutralized him. Instead of being able to fight wholeheartedly against

devolution, he had to seek a compromise.

Mr. Taylor is now advocating removing Scottish functions from Westminster and moving them to Edinburgh.

Every Monday the Scottish Grand Committee and the Scottish Standing Committee would meet at the Royal High School; Scottish question times would also be held there, and a Scottish select committee could be established to watch such organizations as the Scottish Development Agency.

He believes that such an arrangement, particularly if the proceedings were televised, would have much appeal.

The supporters of devolution talk of pressing for a constitutional conference, a grander version of the present all-party talks, but they are concerned mainly to hold the line, to ensure that the devolution commitment remains as strong as possible.

Mr. Buchanan-Smith has staked out his position by helping to found the new alliance for a Scottish assembly, an inter-party group pressing for a much more powerful assembly than the Conservative leadership would accept.

He and a few others could thus find themselves involved in a confrontation at the Perth conference, but the pressures for reconciliation are considerable. The Conservatives believe that they are riding the crest of a wave in Scotland and they do not want anything to rock the boat.

## Voting plan for unions in local government

By Christopher Thomas

Labour Staff

Plans to give trade union representatives voting powers on council committees and the right to speak at full council meetings are proposed today by the National and Local Government Officers' Association (Nalgo).

It urges the establishment of workers' councils which would elect at least two trade union representatives to each committee and at least four to the full council. The proposals go further than the TUC Labour Party standpoint in some respects.

Nalgo, the biggest public sector union, also proposes closer worker involvement in the National Health Service, electricity, gas, water and transport industries, and in universities, industrial estates and new towns. It says that joint regulation and control over all decisions affecting working lives is the true purpose of industrial democracy.

Workers' councils in local authorities are essential in ensuring that a common trade union viewpoint is expressed over policies and conduct, the union says.

Nalgo says the TUC proposals will not provide for industrial democracy in local government comparable with the recommendations for other industries and services.

## Asbestos dangers threaten a £200m industry

By Neville Hodgkinson

Social Policy Correspondent

The Advisory Committee on Asbestos is planning to hold a three-day public hearing in June or July. Some of the key organizations and individuals who have made submissions to it will be asked to appear before the committee to give oral evidence.

The move is mainly to acquaint the public with the nature of the task facing the committee, whose members want an open debate on similar lines to that begun last year on nuclear power.

With a question mark hanging over the survival of the £200m British asbestos industry, one of the central questions the committee is being forced to consider is: to what extent, if any, should jobs and national prosperity be put before the lives of those who die prematurely because of asbestos-related disease?

The committee was set up by

the Government a year ago to review the risks to workpeople and the public arising from exposure to asbestos dust, and to make recommendations on whether further protection is needed.

It has before it new epidemiological evidence leaving little doubt that the official standard for dust levels for those working with asbestos offers less protection against asbestosis, the scarring of the lungs that can lead to crippling disease and early death, than was thought when the standard was introduced in 1969.

It also has to assess the significance for human health of a growing body of evidence that all kinds of asbestos fibre are capable of causing cancer, even in relatively small quantities, although there are data that show that the lower the exposure, the lower the risk of developing cancer.

Two important reports about to be published in Europe and the United States have both con-

cluded that since there is no evidence at present that any level of asbestos exposure can be considered safe, any exposure must for the time being be considered unsafe.

The EEC report, *Public Health Risks of Exposure to Asbestos*, points out that there are traces of asbestos in the lungs of most of the general population, indicating a low but widespread risk of asbestos-related tumours.

On the basis of the report, the European Commission is to propose to the Council of Ministers that measures should be introduced to reduce asbestos dust to the lowest practicable levels in the workplace, and that special attention should be paid to unnecessary risks of exposure in the general public.

The United States report, from the National Institute for Occupational Safety and Health, says that the hygiene standard for those working with asbestos should be set at the

lowest level detectable by available analytical techniques. It recommends a standard of 100,000 fibres a cubic metre of air. That is 0.1 fibres a cubic centimetre, one twentieth of the present British standard of two fibres a cc.

In Britain the Advisory Committee on Asbestos has been urged by the TUC that the maximum airborne concentration of fibres for those working with chrysotile, the common white asbestos, should be reduced to 0.2 fibres a cc. The TUC wants an immediate compulsory, planned programme to substitute safer materials for asbestos products and processes.

Mr. Wilfred Howard, the industry's spokesman, says that a fibre maximum of 0.2 would mean the wholesale closure of British asbestos factories, which employ 20,000 people.

As well as the 20,000 jobs directly at risk, a further 100,000 people were employed in jobs that brought them into regular contact with asbestos.

## Drug advisers split on cannabis proposals

By Stewart Tendler

Home Affairs Reporter

Government advisers on drug policy are divided over proposals to liberalize the law on possession of cannabis.

Last Thursday a backbench attempt in the Lords to amend the Criminal Law Bill and remove the penalty of imprisonment for possession was defeated by the Government.

In the process Lord Harris of Greenwich, Minister of State at the Home Office, hinted at the proposals now being discussed. He told the Lords last month

that a working party of the Standing Advisory Council on Drug Addiction was considering the question of cannabis and on Thursday he suggested that the Government would look favourably on removing prison penalties for a first offence.

That had been suggested by the working party, which has gone further and proposed that the Government would consider the possibility of moving the lowest classification of drugs set out in the Misuse of Drugs Act, 1971.

As a result of being moved

to a C classification, the penalties for possession of cannabis would be lower than the position now, where it is classified in Class B. But the proposal covers only summary trial and leaves several issues unresolved.

Those include the position of an offender who might choose trial by jury and thus run the risk of being convicted of an offence under Class B instead of Class C. There is also the question of what category the trafficker is placed in.

The proposal by the working party met with opposition from the subcommittee on legal and

administrative matters. The working party reconsidered the matter last week and that meeting produced the division of opinion.

No final decision can be taken until the question of cannabis leaf and stalk is resolved in the court.

But the full advisory council is to meet next month to consider the position so far and the divisions that have arisen. The council has to be consulted before the Act can be changed, but it may not be possible to get a unanimous endorsement for what has been proposed so far.

## 1945 rule 'hindering jobs aid to handicapped young'

By Mark Jackson, of The Times

Educational Supplement

A 32-year-old Whitehall agreement between Government and local authorities, training funds being used to help young people. Local authorities are discovering that special courses can help youngsters with physical or mental disabilities to get work, but many of them cannot afford to run the courses without government grants.

One course in Somerset has been able to start only because students at a local technical college have given up half their games room and have promised to devote the proceeds of their annual reg to materials and equipment for the course.

The Manpower Services Commission which controls training funds and is having difficulty in spending its £430m budget, has refused to help. It says that an agreement made in 1945 between the then ministers of education and of labour and national service makes handicapped young people the responsibility of the Department of Education and Science.

The department says that its circular 68/45 which embodies the agreement is still in force although "it is subject to review." It adds that it has no funds to help local authorities to run training courses.

The circular stipulates that the agreed lines of demarcation should not be insisted on to prevent the handicapped from receiving whatever training they need to prepare them for employment. Mr. Jack Ashley, Labour MP for Stoke-on-Trent, South, intends to raise the matter in Parliament.

The British Youth Council is presenting the Government with a programme it considers necessary to reduce unemployment among the young (Our Labour Staff writes).

It wants young people to receive financial aid during the last years of school and the immediate post-school period to enable them to gain experience in community work.

The council makes 34 main recommendations that appear to exceed the £200m-a-year proposals being made by the Home Office working party at the Manpower Services Commission. It is thought the Government will extend its allocation for easing youth unemployment from September.

Local authorities should be given funds to undertake direct labour enterprises. The job-creation and work-experience programmes should be expanded.

Youth Unemployment: Causes and Cures (British Youth Council, 57 Chancery Street, London, NW1 1AU; £1.25, including postage).

## TUC asked again to resolve 16-week journalists' dispute

By Our Labour Staff

The TUC printing industries committee is being asked to make another attempt to solve a 16-week strike by journalists at East Midlands Allied Press, Kettering. The request is being made by the executive of the National Union of Journalists, which on Friday was lobbied by two groups, one wanting a return to work and the other urging an extension of the action.

The executive agreed to increase weekly strike pay from £25 to £40.

Twelve journalists presented executive members with letters warning them that if the action was not called off they would have to renew their continued membership of the NUJ.

The dispute, involving 70 journalists, began over a fringe

benefits claim which was settled after the unprecedented intervention of the printing industries committee. However, a return to work was prevented because NUJ members would not work alongside nine journalists who had joined the rival, non-TUC, Institute of Journalists.

The dispute is affecting the *Northampton Evening Telegraph*, which is being produced in a reduced form by the editor, Mr. Ronald Hunt; the weekly *Wellingborough and Rushden News*, and the weekly *Market Harborough Mail*.

Settled: Mr. Denis MacShane, a broadcasting member of the NUJ executive, has succeeded by nine votes in holding on to his seat after a no-confidence vote held among broadcasting members of the union.

## Police 'inquiring into teachers' political views'

By a Staff Reporter

Lewes Labour Party has written to Mrs. Williams, Secretary of State for Education and Science, asking for an inquiry into alleged investigations by Special Branch officers into the "extreme views" of teachers at schools in East Sussex.

Mr. Jack Huntley, secretary of the party, said yesterday that a resolution had been sent to Mrs. Williams strongly objecting to police inquiries into the political views of teachers.

He could not reveal where his information came from, he said, but he had been told that the views of teachers had been investigated by Special Branch officers in at least one school and with the headmaster of at least one other.

Mr. Huntley named Prideways Comprehensive School, Newhaven, and Hampton Park Secondary School, Eastbourne. Other schools where the police are alleged to have made similar inquiries are Tideway School, Newhaven, and Bexhill Grammar School.

The Department of Education and Science had acknowledged receipt of the local Labour Party's letter and said that it had been passed to Mr. Rees, the Home Secretary, Mr. Huntley said.

## Flu vaccinations after check on old folk's home

Old people in North Tyneside are to be vaccinated against influenza after the death of 16 residents at a council home at West Monkseaton, near Newcastle upon Tyne.

Health officials believe that specimens taken from Earsdon Grange old people's home have been identified as strain A influenza virus.

The residents of all North Tyneside Council's eight homes and those at private nursing homes in the area will be vaccinated in a campaign starting today.

The council said yesterday, however: "Although there is a strong likelihood that strain A has been the cause of the outbreak, we cannot say for sure that it caused all the deaths."

The first illness at Earsdon Grange was discovered on March 5, and the first death was on March 11. Of nine women and seven men who died, four were aged over 90.

## Security warning

Pilferage could be costing business £2m a day, Mr. Rees, the Home Secretary, has said in an open letter to businessmen. He suggests that firms should seek police advice about crime prevention and make security a regular item on the agenda of board meetings.

## Try TWA on business and you'll realise why they are the No.1 airline across the Atlantic.

NEW YORK	ON TIME
BOSTON	ON TIME
CHICAGO	ON TIME
LOS ANGELES	ON TIME
SAN FRANCISCO	ON TIME
PHILADELPHIA	ON TIME

You'll realise it because TWA is known in America for its excellent on time performance. For the business flyer who doesn't like to be kept waiting, this makes crossing the Atlantic much easier.



You'll realise it because TWA gives you an exclusive terminal in New York. No other airline offers this... and what a difference it makes when you don't have to share with passengers from other airlines. It's so much easier!

You'll realise it because TWA is dedicated to giving the business flyer the most efficient service across the Atlantic.

That's why they work hard at delivering your bags on time. It's service like this which explains why TWA carries more scheduled passengers across the Atlantic than any other airline.

Call your travel agent, or TWA.

You'll realise it because you get a big comfortable seat, a choice of drinks, a choice of meals, a choice of movies and a choice of stereo. TWA makes you really comfortable. And, when you're comfortable time seems to go faster.



No.1 across the Atlantic  
**TWA**

\*By international agreement there is a small charge for in-flight entertainment and for alcoholic beverages in economy class. Occasionally the choice of meals is subject to availability.



## HOME NEWS

## Inquiry into health gap between the classes

By a Staff Reporter

The Government is to launch an inquiry into the reasons why unskilled workers and their families have poorer health than the professional classes. Mr. Ennals, Secretary of State for Social Services, announced yesterday.

Speaking to the Socialist Medical Association in London, he said that the Government was determined to reduce the inequalities in health between the different social classes. There was no evidence to suggest that differences in health standards among the social classes were narrower today than 40 years ago, despite the National Health Service and other social advances.

Giving figures showing that the health of unskilled workers and their families compares badly with that of the professional classes, Mr. Ennals said: "The families of unskilled workers die younger, suffer more from diseases like heart disease, tuberculosis and lung cancer, have fewer of their own teeth, smoke more and so on."

When looking at causes for the difference in health standards between the social classes, he said, the different life-styles were highly suggestive, and housing was an obvious example.

Sir Douglas Black, chief scientist at the Department of Health and Social Security, had appointed three advisers to Commission a comprehensive survey. Mr. Ennals said. They would include Professor Jeremy Morris, Professor of Community Health at the London School of Hygiene and Tropical Medicine, and Professor Peter Townsend, Professor of Sociology at Essex University.



Test hero: Derek Randall, who scored 174 runs in the second innings of the recent Test match against Australia in Melbourne, arriving yesterday for a civic reception in East

Retford, Nottinghamshire, where he grew up. Despite rain, he was driven through the town in an open car, about a thousand people turned out to greet him. Mr. John Hobbs, the

Mayor, presented him with an engraved silver salver on the town hall balcony, and told the crowd: "No other person has done so much to put Retford on the map."

## UK likely to get £120m energy laboratory

By Pearce Wright Science Editor

A £120m laboratory for the Joint European Torus (JET) experiment to do research into the almost limitless source of energy available from a new type of nuclear fusion reactor is expected to be built at Culham, Oxfordshire.

The location of the laboratory has been part of a European dispute over the spending of £300m over the next five years on research into nuclear fusion energy, which is the combining of deuterium and tritium. Those are different forms of hydrogen: the first is obtainable from seawater and the second is manufactured.

Preliminary discussions over the dispute have resolved most of the difficulties before the meeting of the science ministers

of the European Council tomorrow. Culham is the most experienced fusion research centre in Europe and the home of a European design team under Dr. P. H. Rebut, a Frenchman, established in 1974 to plan the new system.

However, as some of the research laboratories of the European Commission that belonged to the disastrous Euratom project are still an embarrassment, having little work, the commission, with the Italian Government, was pressing in February, 1976, for JET to go to the laboratory at Ispra, north of Milan.

Other qualified contenders were Garching, in Germany, and Cadarache, in France. Informal negotiations over the past few months have produced plans for dividing work between Culham and the German and

French laboratories, to form a sensible research programme. It is also tacitly understood that the United Kingdom will place more emphasis on the novel alternative sources of energy development while France and Germany concentrate on thermal and fast breeder nuclear reactors.

As neither of those countries have offshore oil and their coal industries have been run down, both have far greater commitment to nuclear power than the United Kingdom.

A solution over the fusion project which agrees to its construction at Culham will give the British Department of Energy the lever it needs to change the Atomic Energy Authority into a more general energy research and development agency.

One purpose of the change

in the United Kingdom is to harness the immense resources of Harwell for development and engineering of solar, tidal, wavepower, windpower and other renewable sources of power but, more important, to focus research on energy conservation methods through improving efficiency of combustion systems using fossil fuels.

That object is reflected in agreements recently signed with the International Energy Agency for research by 12 countries. These projects in which Britain will collaborate are aimed at improving methods, including computer programmes, to enable architects and engineers to minimize the amount of energy needed in buildings.

Another project is to improve the efficiency of internal combustion engines.

## Ombudsman's tax advice ignored

By Marcel Berlins

The Inland Revenue have refused to drop a claim for more than £500 against a taxpayer even though the Parliamentary Commissioner (Ombudsman) had found that the department's own maladministration was the cause of the tax liability being incurred.

The report of the Ombudsman, at the time Sir Alan Marre, referred to administrative failures and "quite unconscionable and indefensible delays" by the tax authorities, without which most of the tax liability would not have arisen. But his suggestion that the Inland Revenue should drop part of their claim was rejected by the department, and they have pursued their demand for the full amount unrelentingly.

In a letter Mr. Davies, Minister of State for the Treasury, gave as one reason for disagreement the Ombudsman's report the possibility that "the implications of adopting his views in a particular case would be very far-reaching, and in these circumstances it is right that a department should be entitled to look beyond the individual case."

The complaint to the Ombudsman was brought by Mr. and Mrs. Roy Lewis, of Richmond, Surrey. Mr. Lewis is a journalist, a former staff member of *The Times* and now a frequent contributor to it.

The details are complicated. Broadly Mrs. Christine Lewis, with the help of her professional advisers, set up a trust in such a way as to attract, as they thought, certain tax exemptions. Details of the trust, settlement were sent to the Inland Revenue in June, 1970.

A year later, in June, 1971, the trustees were advised by the

tax office involved that the form of the trust fell outside the criteria laid down by the law for tax relief. Within a very short time, one month, an amended trust deed was sent back to the tax authorities, taking into account the reasons mentioned by the revenue for deciding that the original trust did not benefit from the tax exemptions claimed.

There was then a delay of nearly three years. It was in March, 1974, that the Inland Revenue told Mrs. Lewis's advisers that the amended deed, too, did not fall within the legal criteria for attracting tax exemptions.

The Inland Revenue then demanded more than £500 from Mr. Roy Lewis, who was a beneficiary of the trust, even though he had received no benefit from it whatever, and was unlikely to for many years.

There is little doubt that, under the law, that amount is payable. The Lewises, however, contended that had the Revenue not delayed such an inordinate time in telling them that the trust was subject to tax liability, most of that liability would not have been incurred.

That contention was supported by the Ombudsman when the case was referred to him through Mr. and Mrs. Lewis's MP, Sir Anthony Royle. In his report, Sir Alan Marre says that the Chairman of the Board of Inland Revenue "admits that the department was badly at fault" and had conveyed his "sincere apologies" to Mr. and Mrs. Lewis.

However, the desire to claim for the owed. Among the reasons given for its attitude was that responsibility for submitting trust deeds which met

the tax concessions sought was that of the professional advisers, and that they were not entitled to assume that "silence means consent" on failing to hear from the tax authorities.

Sir Anthony Royle, following a negative response to a question made in the House of Commons, received a letter from Mr. Davies which reiterated the arguments used by the Inland Revenue when responding to the Ombudsman, and added that the department had to look beyond the individual case and study the implications of accepting the Ombudsman's views.

The dispute is not yet over. Mr. Lewis has appealed to the special commissioners, who are in effect the appeal court on tax decisions. It seems that legally he is not on strong ground on the pure tax point, and as a result, his advisers have made it clear that their brief did not extend to coming to a judgment on whether the Inland Revenue had behaved properly.

The case is also pending before the House of Commons Select Committee on the Parliamentary Commissioner, who looks into the activities of the Ombudsman and can make recommendations to Parliament about the complaints he has dealt with and the response obtained from departments to his findings.

Mr. Lewis believes that his experience has called into question the efficacy of the Ombudsman's office. His point is that in having an Ombudsman if departments he criticizes can completely disregard his findings and refuse to make good the results of their maladministration?

## 40 Revenue employees to every 10,000 taxpayers

The number of people employed in the Inland Revenue, the number of people paying direct taxes, and the number of revenue employees for each direct taxpayer were as follows:

Year	Revenue employees	Direct taxpayers
1944-45	14,445	44,445
1950-51	22,222	10,000
1955-56	33,333	16,666
1960-61	44,444	22,222
1965-66	55,555	27,777
1970-71	66,666	33,333
1975-76	77,777	39,682

**Treasury, March 23** Income tax: The effective rates of income tax for a man with two children under 11 years, whose income was all earned, were as follows for the years named: 1970-71, with average earnings of £15.2 per cent; twice average, 23.5 per cent; three times average, 27 per cent; five times average, 34.8 per cent; 1975-76, 15 per cent, 22.4 per cent, 25.6 per cent, 34.8 per cent, 1976-77, 20 per cent, 28.3 per cent, 36.7 per cent, 49.5 per cent.

**Treasury, March 23** European Community business: From June 30, 1975, to February 23, 1977, the date of the latest available volume of the *Official Journal* of the European Communities, 5,422 council and commission regulations and 1,557 other items, including directives and decisions, were published in the *Official Journal*. From June 1975 to March 1977, the House of Commons Scrutiny Committee examined 124 EEC documents and recommended 194 documents for further consideration by the House. Of those, 121 documents have been debated on the floor of the House and 15 documents in standing committees.

**Concessionary fares:** Expenditure on concessionary fares for the elderly by local authorities in England and Wales was about £61m in 1975-76 and is expected to be about £74m in 1976-77, both at current prices.

**Transport, March 21** Education: In January, 1976, there were 449,093 under-19s receiving education in maintained schools in England, with some provision being made by all local education authorities.

## Answers in Parliament

A periodic digest of information given in parliamentary written replies, with the sources and dates on which they appeared in Hansard.

**Drinks and tobacco:** In 1976 consumers' expenditure on alcoholic drinks was £1,100m. Average expenditure a head of the population aged over 16 was £1.10. In 1975-76, tobacco £77.

**Wine duty:** Since January, 1974, the excise duty on table wine, including the special surcharge imposed from December 16, 1976, has increased by 33.3 per cent.

**Life expectancy:** The life expectancy at birth in the years named is as follows: 1901-1910, men 48.5 years, women 52.4; 1920-1922 (55.6), 1930-1932 (58.7), 1950-1952 (66.4), 1970-1972 (68.1), 1974-1976 (69.2), 75.8.

**The figures are based on the mortality statistics during the periods shown, and do not represent the expectations of life of people who were born in those years.**

## Six contestants for Grimsby Lab candidacy

Grimsby Labour party on Saturday drew up a short list of six possible candidates for the forthcoming by-election to replace the late Mr. Anthony Crosland.

They are: Mr. Richard Leonard, aged 46, a journalist and formerly MP for Romford; Mr. Roger Dainton, aged 39, a special adviser to Mr. Rees, the Home Secretary; Mr. Keith Kyle, aged 51, the television reporter, who unsuccessfully fought for Labour at the last election; Mr. John Marks, aged 36, a university teacher from Aberystwyth; Mr. Adrian Mansfield, aged 36, a journalist; and Mr. Roger Udy, aged 36, a research fellow in industrial relations at Oxford.

The party is expected to make its choice in about five days' time. At the last general election, Mr. Crosland had a majority of 6,982 over the Conservative in a four-cornered contest.

## Clergyman wins crossword regional final

From Edward Akenhead Crossword Editor, Edinburgh

The second regional final of the 1977 *Cutty Sark/The Times* National Crossword Championship took place at the George Hotel, Edinburgh, yesterday. It was attended by 67 competitors, who were divided into two groups of 30 minutes for each puzzle with 10 minutes for the final round of 124, the final order being decided on time bonus points. The winner, who was one of the national finalists last year, was the Reverend Colin Watson with 81 time bonus points, and the runner-up, with 79 time bonus points, was Mr. George Walker, a university teacher and a newcomer to the championship.

Prizes were also presented by Mr. Lindsay Ramsay, on behalf of *Cutty Sark Scotch Whisky*, to Mr. Tony Parry and Lieutenant Colonel J. K. Brown, who came third and fourth with 70 and 61 time bonus points respectively.

## WEST EUROPE

## EEC leaders agree on need for fund to stabilize prices

From Michael Hornsby Rome, March 27

EEC heads of state and government concluded their European Council meeting in Rome yesterday in much better mood than has often been the case at these occasions in the past. Mr. Callaghan, who was in the chair, described it as "a good conference atmospherically".

The most clearly positive outcome was the decision to invite Mr. Roy Jenkins, as President of the European Commission, to the seven-nation London summit last night.

The decision is seen as setting an important precedent—albeit not one admitted publicly—for future Community representation at restricted international gatherings.

Agreement was made possible by a graceful climbdown by President Giscard d'Estaing who under Gaullist pressure had earlier been opposed to any Commission presence in London.

President Giscard d'Estaing said that the eventual compromise was "an appropriate solution" which he "had had in mind for a long time". In fact, it appears to have been a telephone call last Thursday evening from Herr Schmidt, the West German Chancellor, which brought the President round.

The agreed position is as follows: "The President of the Council and the President of the Commission will be invited to take part in those sessions of the Duvelling Street summit at which the President of the Council and the President of the Commission are discussed. Examples of such items are negotiations about international trade and the North-South dialogue."

Mr. Callaghan explained afterwards that when the summit discussion moved from the economic sphere to purely political matters—he cited South Africa and the Middle East as examples—Mr. Jenkins would be asked to withdraw.

Of more far-reaching importance may well turn out to be the emergence of a broad agreement on the need for a common fund to finance buffer stocks to stabilize the prices of selected commodities.

Mr. Callaghan said that there had also been agreement to study the possible global extension of the "Staber" system operated by the EEC and some 50 African, Caribbean and Pacific developing countries. It offers cash compensation to producers of raw materials for loss of export earnings because of sudden fluctuations in trade.

This should make it possible for the EEC to present a united front at the final stage of the North-South dialogue. Foreign ministers of the Nine would work out the details of the Community position next month, and then there would have to be coordination with other industrialized nations.

On the basis of his recent discussions with President Carter, Mr. Callaghan felt confident that it would be "very easy to get a common position with the United States on a common fund for new materials" and on a synchronized approach to the North-South dialogue generally.

There appears to have been a significant shift by Herr Schmidt, who had hitherto been very cool to the idea of a common fund. He is still more reserved than anyone else, and exacted from his colleagues their agreement to urge the Soviet Union and other communist countries to give greater financial assistance to developing countries.

The meeting also welcomed the general thrust of the European Commission's proposals for immediate remedial measures to prop up steel prices and for the longer-term structural reorganization of the steel industry.

Steel proposals, page 15

## Silkin farm price plan fails to bridge gap

From David Cross Brussels, March 27

The European Community's farm price negotiations ground to a halt yesterday with little visible progress being made but with the ministers of agriculture still unwilling to abandon the April 1 deadline for an agreement.

The main problem is to bridge the enormous gap between the British and the Benelux countries over the size of any dairy price increase. The British are still calling for a virtual freeze, while the Belgians, in particular, are demanding generous treatment for their producers in the run-up to next month's general election.

In an attempt to make the European Commission's original offer of a 3 per cent milk price rise in the autumn more palatable, Mr. John Silkin, the British Minister of Agriculture, in his capacity as acting president of the Council of Ministers, last night suggested an immediate 2 per cent increase.

This would be further sweetened for the Benelux countries by giving them an extra 2 per cent and by abandoning attempts to get dairy farmers to pay a 2½ per cent

tax on their products as suggested by the Commission.

The twa over the British delegation, led by Mr. Gavin Strang, parliamentary secretary at the Ministry of Agriculture, Mr. Silkin suggested a consumer butter subsidy of up to 10p a pound to be financed entirely by the Community. This would more than offset the 10p a pound rise likely to take effect in Britain this year.

He also suggested that the 2 per cent milk increase should be waived in Britain. These conciliatory moves have so far been rejected by both the Benelux countries and the British. The West Germans, too, have voiced strong reservations about the butter subsidy on the ground that the cost would be too high.

Mr. Strang has said that a butter subsidy is essential if the British Government is to accept such proposals as a devaluation of the so-called green pound.

Criticizing Mr. Silkin's ideas, M. Christian Bonnet, French minister, remarked caustically that it was lucky his delegation had strong hearts. Otherwise they might have needed to summon an ambulance.

## Fears for private schools if Spanish left gains power

From Tim Devlin Education Correspondent Tarragona, March 27

More than 1,500 parents with children at private schools all over Spain attended an international congress in Tarragona, near Barcelona, this weekend and expressed their anxiety about the effects of a left-wing victory in the general election in June. Representatives from eight countries, including Britain, were at the congress.

Today's conference unanimously approved a memorandum calling on all Western European governments to honour the United Nations convention on human rights respecting the rights of parents to send their children to private schools.

The memorandum urged gov-

ernments to give vouchers to parents to send their children to state or private schools the value of the vouchers being the average cost of state education. The British Conservative Party has promised to allow voucher experiments if it wins the next election.

Many speakers spoke of the dangers of private schools in Spain having to close and religious education being neglected. Parents complained that classes in state schools were too large.

Antonio Abello, aged 17, a pupil at the school where the conference took place, said: "We are seeing in Italy that the private schools are being nationalized in areas of socialist domination. We are afraid the same could happen in Spain."

## Danish printers reject dismissals

From Geoffrey Dodd Copenhagen, March 27

The management of *Borlingske*, the largest newspaper in Denmark, announced at the weekend that it has dismissed the 1,000 printing workers who had been sent home on January 30 for obstruction. All outstanding work would be sent to the firm which would be sent to the printers through the labour offices, but they are not available.

The company expressed regret that it was forced to take this step "which is intended to open the way for a new evaluation which will be resumed on a basis which can guarantee the future of the publishing house."

The unions involved will hold a meeting with the *Borlingske* printing shop steward, the printing shop steward, Mr. Povl Hansen, said today: "We cannot accept these dismissals and still consider that we are involved in a conflict."

He felt that the dismissals could be invalid because the management had indicated that it would deduct the fines imposed on the workers by a labour court before paying off,

and because the management had not contacted the unions or the stewards before acting.

"It is three to four months since there were rumours that *Borlingske* intended to stage an all-out war against the printing staff, and these rumours were obviously true."

He added: "I assume that the firm will now try to get printers through the labour offices, but they are not available."

To receive unemployment pay the dismissed employees will have to register at a labour office and a refusal to accept work offered through the office would mean the loss of benefits.

Mr. Povl Hansen, the *Borlingske* general manager, said today that it was still the company's intention to continue publication of its newspapers and magazines. The newspapers provided about 25 per cent of total Danish press circulation. He added: "It is not impossible that we will engage some of the old employees."

Protest actions, started when *Borlingske's* decision was made public last night, stopped the

## Anarchist unionists rally outside Madrid

From William Chislett San Sebastián de los Reyes, March 27

The long-dormant Spanish anarchist trade union movement, the National Confederation of Workers (CNT) sprang to life in San Sebastián de los Reyes, 10 miles outside Madrid, today, when about 8,000 people packed the bullring here for the first authorized meeting since the end of the civil war.

Waving the red and black flag and chanting "Anarchy and freedom", people arrived from all over Spain by car, bus and even racing bicycle.

Founded in 1911 the CNT had an estimated two million members by the time the civil war started in 1936. After the war many members went into exile and a number of those who stayed behind faced imprisonment or execution.

Since the death of General Franco, the CNT has been trying to reorganize itself. Today it showed that it had a nucleus of members—although it was hard to tell who there was a convinced sympathizer or just an onlooker. After all, left-wing rallies are still a novelty in Spain. There was a single uniformed policeman in sight.

The overwhelming majority of people in the bullring were students, many of them bearded and long-haired. But there were also some old people, some of whom had fought in the defence of Madrid until the end of the civil war.

Señora Federica Montseny, the previous head of the CNT, was unable to attend as she is still not allowed to return from exile in France.

The organization of the meeting was true to the spirit of anarchism. There were no seating arrangements as people clambered all over the place and the CNT anti-fascist speeches relayed through loud speakers kept on fading. A large picture of Bakunin, the nineteenth century Russian anarchist, who greatly influenced the Spanish movement, was being shown.

Señor Juan Gomez Casas, the secretary general of the CNT, who spent 14 years in prison, told the euphoric crowd that the CNT was not dead and that the CNT was in the throes of reorganization.

He called for a minute's silence for all those who "had fallen for liberty". The silence was quickly broken by someone at the back of the ring shouting an insult. This was almost immediately drowned by shouts of: "Long live freedom!"

Señor Luis Edo, the Catalan delegate, told the crowd that for the CNT there was no difference between ordinary and political prisoners and all should be released. Eighteen of its members are still in prison.

The CNT believes in a basic daily consumption of society with everyone controlling and taking part in the means of production.

When I asked an old anarchist at my side what was the difference between anarchism and communism, he replied: "We believe in a free society whereas the communist is state totalitarianism; another form of fascism." Both his sons are CNT members. The organization will not take part in the general election as it does not believe in elections.

The Popular Socialist Party of Professor Enrique Irujo Galvaz held a meeting in a Madrid building last night, attended by an estimated 25,000 people. Speakers called for a united socialist platform for the general election. "Spain tomorrow will be republican", was a popular slogan.

Spain and Mexico are expected to reestablish diplomatic relations after 40 years.

## Corsican army post blown up

Bastia, March 27—Five gunmen blew up a French Army outpost here at the weekend after overpowering four soldiers, police said today. One of the soldiers reported as saying they belonged to the Corsican National Liberation Front, a militant autonomist group. A car bomb was destroyed by a bomb as *Fora*—*Reuter*.

Sunday edition of another national newspaper, *Politiken*, just as it was due to go to press. A *Borlingske* subsidiary, *Jydsk Tidende*, appeared because it was printed on outside presses.

Mr. Poulsen said the dismissals had been in response to urgent statements that the employees would not obey the court order to return to work. He was not prepared to indicate the next step but he agreed that it was very serious and that management sent the entire printing staff home.

The 228-year-old newspaper has not appeared since.

## AUGUSTUS BARNETT PRE-BUDGET BOOZE BARGAINS

EXTRA PRE-BUDGET OPENING DAY TO-DAY!  
AT ALL 130 AUGUSTUS BARNETT CUT-PRICE DRINKS STORES  
PRICES INCLUDE VAT AT 8% SUBJECT TO STOCKS REMAINING



QUEEN ANNE SCOTCH WHISKY 3.99  
100 PIPERS SCOTCH WHISKY 3.99  
PASSPORT SCOTCH 3.99  
BELLS & TEACHERS 4.19  
LEOPARDS HEAD GIN 3.50  
GILBEY'S GIN 3.69  
DE VALCOURT V.S.O.P. BRANDY 3.99

Giant 87cl bottles  
(normal size 75cl, therefore 16% more contents)  
Cinzano Rosso  
Cinzano French Dry  
Martini Bianco all 1.39

PIEDMONT SPUMANTE-SPARKLING 1.39  
CAFE DE PARIS-SPARKLING 1.59  
MOSEL CLUB-SPARKLING 1.59

Bordeaux Nouveau 1976 1.79  
Alexis Lichine  
CHATEAU MALIJAY 1972 1.19  
LITRE bottles BERECH BERKASTEL REISLING 1.59  
SUNSET CREAM Italian Sherry Style .89

**SUPER VALUE FRENCH & ITALIAN WINES**  
All just £1.09 a bottle  
FITOU 1974, VAL DE LOIRE RED & WHITE, COTES DU LUBERON PED V.D.O.S., LA CAVE BLANCHE, LITRES CABARET DRY WHITE, MERLOT ISOLA, AUGUSTA 1973, CHIANTI CECCHI 1974, FRASCATI LE TORRI.

Magnum (double bottles)  
Valpolicella Santo Stefano  
Bardolino Santo Stefano  
Soave Santo Stefano all 1.39

**PLUS PILES OF OTHER BOOZE BARGAINS JUST POP IN AND LOOK AROUND**

**AUGUSTUS BARNETT-AROUND LONDON**  
AUGUSTUS BARNETT-AROUND BRITAIN  
AUGUSTUS BARNETT-AROUND IRELAND  
AUGUSTUS BARNETT-AROUND SCOTLAND  
AUGUSTUS BARNETT-AROUND WALES  
AUGUSTUS BARNETT-AROUND NORTHERN IRELAND  
AUGUSTUS BARNETT-AROUND MANCHESTER  
AUGUSTUS BARNETT-AROUND GLASGOW  
AUGUSTUS BARNETT-AROUND EDINBURGH  
AUGUSTUS BARNETT-AROUND DUBLIN  
AUGUSTUS BARNETT-AROUND BELFAST  
AUGUSTUS BARNETT-AROUND CARDIFF  
AUGUSTUS BARNETT-AROUND SWANSEA  
AUGUSTUS BARNETT-AROUND BIRMINGHAM  
AUGUSTUS BARNETT-AROUND MANCHESTER  
AUGUSTUS BARNETT-AROUND GLASGOW  
AUGUSTUS BARNETT-AROUND EDINBURGH  
AUGUSTUS BARNETT-AROUND DUBLIN  
AUGUSTUS BARNETT-AROUND BELFAST  
AUGUSTUS BARNETT-AROUND CARDIFF  
AUGUSTUS BARNETT-AROUND SWANSEA  
AUGUSTUS BARNETT-AROUND BIRMINGHAM

**NEW STORE NOW OPEN AT 154 COLDHARBOUR LANE, BRIXTON**

**AUGUSTUS BARNETT THE WINE & SPIRIT SPECIALIST**



# Anarchist unionists rally outside Madrid Barre call for discipline in war on inflation

From Paul Martin  
Paris, March 27  
M. Barre, the Prime Minister, today reviewed the first six months of his war on inflation, declaring that political considerations would not divert the Government from its task. Opening an international fair in Lyons, he called for "discipline" from all sections of society in the months ahead. He said the balance of payments, which has been a major problem since the left's advances in the municipal elections, would be a major concern. M. Barre said no "magical remedies" existed to fight inflation, reduce unemployment, encourage investment and reduce the balance of payments deficit. Only the cooperation of all concerned could ensure success. Among the measures he announced, however, was a 100m franc (£470m) stimulus investment in industry, which would be divided equally between large and smaller enterprises. Turning to unemployment, he said the Government, the Prime Minister said it was impossible to come up with instant solutions. But proposals were being studied to counter unemployment. M. Barre pointed out that the immediate results of his war on inflation had been favourable. Although price rises could be expected, the Government was determined that the purchasing power of the French people would be maintained. With the bit between its teeth after its election success, the left may not be in the mood to "cooperate" as M. Barre would wish, in the period leading up to the parliamentary election next year. However many Frenchmen will find M. Barre's sober tones a welcome change from the hyperbole of recent weeks. His modest and restrained achievement have earned him respect since he took over as Prime Minister in September.

## Doom-laden forecast of energy gap

From Richard Davy  
Königsplatz, March 27  
In probably the most doom-laden of its annual conferences, the Anglo-German Association, which had its twenty-seventh meeting here at the weekend, turned its main attention from politics to the energy crisis. It was given terrifying estimates of the gap between supply and demand that would be opening between 1985 and the year 2000 even if the best is made of known sources. Yet protest groups have virtually brought to a standstill West Germany's ambitious nuclear energy programme. Some of the protesters were at the conference to contest the apocalyptic figures or to argue that more money should be invested in saving energy and developing alternative sources. Mr Frank Chapple, general secretary of the Electrical, Electronic, Telecommunications and Plumbing Union, called for the rapid development of nuclear energy as the only way of avoiding threats to living standards. Mrs Shirley Williams, the Secretary of Education, said that parliamentarians must begin to make private interests answerable to the public and that too much secrecy was surrounding discussions between interest groups and government. This was echoed by Germans worried by the shift of decision-making away from Parliament to bureaucrats and technocrats and by the rapid growth of direct action groups outside Parliament.

## Mafia trial papers go missing

From Our Correspondent  
Rome, March 27  
Court documents relating to proceedings against several Calabrian Mafia members have disappeared from courts at Reggio Calabria, according to a Calabrian Socialist Deputy. Some of the cases allegedly involved local politicians. The claim, made in a parliamentary question to the Justice Minister, came six months after a judicial investigation was opened into allegations that the Mafia had infiltrated the legal system in Calabria. The Deputy, Signor Salvatore Frasca, said inquiries made by a magistrate recently appointed to Reggio Calabria disclosed that 19 court dossiers had disappeared. He said the files of a trial against a Mafia gang charged with murder, armed robbery and extortion were found in the home of a person who ran a photocopying service in the law courts.

## 21 Poles leave cruise ship

The Hague, March 27—Twenty-one Polish passengers failed to rejoin the Polish cruise liner Stefan Batory when it left Rotterdam for London yesterday, Dutch police said. Three ladies asked for political asylum. There was no word from the others. The Stefan Batory arrived in Rotterdam on Friday.

## OVERSEAS

# UN again fails to make progress in search for agreement to combat international terrorism

From Peter Strafford  
New York, March 27  
The United Nations has had another attempt at doing something about international terrorism, and once again it has made little visible progress. At the end of two weeks of meetings last Friday night, a special committee reached agreement only on a document setting out the differences. The basic problem, as so often before, was that most Western countries want action against terrorist activities regardless of the terrorists' motives, whereas many of the Arab and African countries believe that terrorism can be excused if it is carried out in the name of national liberation. The difference showed up in an exchange last Thursday between Mr Paul Ffifoot, the British delegate, and Mr James Lutabanzibwa Katoka of Tanzania. In a statement of the British position, Mr Ffifoot said he thought the best policy for the United Nations was to concentrate on acts and victims, rather than perpetrators or motives.

## World water crisis talks achieve little

From a Correspondent  
Buenos Aires, March 27  
Perhaps the main achievement of the first world water conference, which ended here on Friday, was its decision not to set up a special body to deal with the world's growing water crisis. Throughout the two-week conference African states pressed for the establishment of a special fund to improve water supplies in third world countries, to be administered

by a United Nations centre for water resources. Those proposals, however, proved stillborn in the face of resistance from the industrialized countries, arguing that they would simply add extra flab to the United Nations bureaucracy, and from the Arab nations, likely to be required to provide much of the finance. Both declared instead that problems like drought, floods and the already disastrous lack of pure drinking water in many Third World countries could be tackled by expanding

existing organizations and regional arrangements. Thus although the conference did manage some discussion of serious problems amid the inevitable political bickering, it has achieved nothing concrete. The problems are simply being handed back to the General Assembly and to individual states, with a plea that the conference's recommendations on the need for accelerated development and orderly administration of the world's water resources, "be effectively implemented".

## Homosexual leaders get pledge from Carter aide

From Our Own Correspondent  
Washington, March 27  
A delegation of homosexuals was received at the White House yesterday by one of President Carter's senior advisers, who listened to their grievances about discrimination, principally in federal government employment. "I just wish the people of this nation could have heard what I heard today," Miss Margaret Costanza, Assistant to the President, said afterwards. Homosexuals were a part of the population "oppressed to the point where they are afraid even to speak". However true that might be in general terms, it is not true of the activists whose leaders were enthusiastic over their "hush" campaign being noticed at the White House. One of them said that Miss Costanza had given them a commitment to reform that might, in time, become comparable to Abraham Lincoln's emancipation of the slaves and Harry Truman's racial integration of the armed forces. "This is the first time in the history of this country that a President has seen fit to acknowledge the rights and needs of some 20 million Americans," Miss Jean O'Leary of the "National Gay Task Force" said. Mr Carter was at Camp David at the time of the meeting, but it would hardly have been held without his authorization, although Miss Costanza's office declined to comment whether this was so.

## Arab troops to stay in Lebanon

Cairo, March 27—The Arab League agreed today to renew the mandate of the 30,000-man Arab peacekeeping force in the Lebanon for another six months. Mr Mahmoud Riad, the league's secretary-general, said. The meeting of foreign ministers or their representatives also agreed that Arab states should continue to share the \$90m (£53m) cost of the peacekeeping operation. According to last October's Cairo agreement, which ended the civil war in most of Lebanon, Saudi Arabia and Kuwait will pay 20 per cent of the cost, the United Arab Emirates 15 per cent, Qatar 10 per cent and the other Arab states share the remaining 35 per cent. The council began its meeting yesterday with a warning from Mr Riad that immediate action was needed to restore peace in southern Lebanon where fighting has continued despite last November's ceasefire.

## Katanga rebels capture railway town

Kinshasa, March 27—Katanga insurgents invading from Angola have overrun the port town of Murchisonville, 60 miles from the copper-mining centre of Kolwezi, reliable sources reported today. Radio contact with the town was lost yesterday and there is no news of the Zaïre garrison. The local railway station master who left the town said the rebels were warmly welcomed by many of the 5,000 inhabitants. President Mobutu had planned to fly a group of foreign reporters to Murchisonville yesterday to disprove reports that the town had fallen. The flight was cancelled without explanation.—AP.



Mr Cyrus Vance, the Secretary of State (right), leaving the American Embassy during his first day in Moscow yesterday.

## Muzorewa demand for referendum

From Michael Knipe  
Salisbury, March 27  
Bishop Abel Muzorewa, the leader of one of Rhodesia's four African nationalist factions, today called on Britain to organize and supervise a national referendum to elect a national leader to whom the Smith Government could hand over power. The Bishop was addressing 5,000 delegates attending a congress of his United African National Council. Shortly afterwards Mr Smith, the Prime Minister, said he would be happy to have an international power acting as a referee or adjudicator to a referendum. However, it was clear that the bishop and the

Prime Minister differ substantially in their conception of a possible referendum. The bishop said it should be a national one in which all blacks and whites over 18 would take part and its purpose would be to elect a national leader to whom Mr Smith could hand over power immediately. Told this as he was leaving for South Africa, Mr Smith said that the idea was a "non-starter". His government had a clear mandate to act on behalf of the whites and a referendum would be an exercise to produce a leader of black opinion. The Rhodesian leader was leaving for a two-week holiday in South Africa, during which he is expected to discuss a Rhodesian settlement with Mr

Vorster, the South African Prime Minister, and Dr Owen, the British Foreign Secretary. At the congress in a Salisbury township, Bishop Muzorewa criticized Britain for the way it had let the people of Zimbabwe (Rhodesia) down. The British had several times attempted to "sell us down the river" but they had failed. Now they were sending Dr Owen to consult the so-called front-line states. "The masses of Zimbabwe" wanted a referendum to choose a national leader on the basis of one man one vote. Nothing less would satisfy them. Britain should organize such a referendum immediately and stop the needless bloodshed and suffering.

## Podgorny view of the road to Rhodesia

From Nicholas Ashford  
Livingston, March 27  
Like thousands of visitors to Zambia before him, President Podgorny of the Soviet Union today stood by the Zambezi River and gazed across the Victoria Falls towards Rhodesia. Through binoculars, the Soviet leader examined the Victoria Falls bridge spanning the gorge which separates Zambia from its white-ruled neighbour. At a lunch at the nearby Mosi-o-Tunya hotel, he described the Zambezi as "the border between freedom and slavery which divides today's Africa". In Rhodesia and South Africa, he said, "mass terror, torture and killings have become events of everyday life. The President challenged the Western powers who talked about human rights to go and see what was happening south of the Zambezi where the violation of human rights was the rule of law. President Podgorny's appearance a few hundred yards from Rhodesia is of symbolic significance. His country is the chief supplier of arms to the guerrilla forces of the Patriotic Front and it has long-standing links with Mr Joshua Nkomo's Zimbabwe African People's Union wing of the Patriotic Front, which has its bases in Zambia. The Soviet leader is to hold talks with Mr Nkomo tomorrow.



## Rolls-Royce and its new Shadow

# Think of it as a long-term investment

To begin with as an investment in dedicated engineering. Safety, silence, speed and smoothness; comfort, distinction, reliability and longevity—the unchanging values of a Rolls-Royce



—depend on patient, precise engineers who are never satisfied. So the new Silver Shadow II is distinguished from the original 1965 version by more than 2000 improvements. Many

are modifications in detail introduced unobtrusively over the years. But those appearing for the first time now set the Silver Shadow II apart. They include: automatic two-level air-conditioning, rack-and-pinion steering, modified front suspension, a re-designed fascia, front anti-lift panel, wrap-around bumpers and a new twin exhaust system.

All this on top of an already formidable technical specification. The alloy V-8 engine, unique dual braking system, ultra-sensitive self-leveling suspension and the widespread replacement of mechanical linkages by electrical devices, spring immediately to mind. But the list is endless.

Then, of course, the Shadow II is an investment in craftsmanship.

It goes without saying that only the finest materials are used. Choice veneers, deep-pile Wilton carpeting of pure new wool and supple leather: upwards of 4,000 hides may have been inspected in order to choose the eight required to upholster one car.

But the most precious and lavishly used material of all is time. The car is virtually handmade by craftsmen who work to exacting standards. Then they lay their reputations on the line by signing for each operation they perform.

Finally, consider the Shadow simply as an investment.

You will own a car that is completely satisfying, completely individual, completely attuned to your needs and your personality. A Silver Shadow has no identical twin: not even another Shadow.

Its ability to carry you further, faster, with less fatigue and less fuss than any other car you have ever driven will be a lasting asset. And its value will still be appreciable long after a lesser car will have gone to the scrapyard. A glance at the 'cars for sale' columns of your newspaper will assure you of that.

If you now feel yourself ready to consider investing in the Shadow II, contact your local Rolls-Royce Appointed Distributor.

If you do not know him already, he can be located by telephoning 01-629 8646.



Makers of the best car in the world

The traditional Rolls-Royce mascot, radiator grill and badge are registered Trade Marks.



## OVERSEAS



Mr Ram announces to a crowd of his followers that he is joining Mr Desai's Cabinet.

## Mr Ram has defence portfolio in new Cabinet

From Richard Wigg  
Delhi, March 27

Mr leader of Congress for Democracy, was back today in Mr Desai's new Janata Government for the second time in less than 48 hours.

This was the upshot of an intense political weekend in Delhi—of "confusion and misunderstandings" as India's new Prime Minister put it—to bring the two chief elements of the winning election alliance together in a Cabinet.

But this time, unlike Friday night when the Prime Minister, as head of the Janata (People's) Party seems to have tried to force things, Mr Ram called a press conference today to distribute a written statement saying he was putting himself "without any reservations in the hands of Mr Desai, irrespective of what place he takes to me".

Mr Ram is to become Defence Minister. He will be sworn in tomorrow along with his chief lieutenant, Mr H. N. Bahuguna, and possibly the two other reluctant ministers, Mr George Fernandes and Mr Raj Narain, who are Socialist members of the Janata alliance.

The new Minister of External Affairs is Mr Atal Behari Vajpayee, a 50-year-old parliamentarian and former jour-

nalist active till now in Hindu nationalist politics and a new-comer to foreign affairs.

The second ranking figure in the Cabinet, it seems, will be Mr Charan Singh, the power behind the scenes in the choice of Mr Desai.

The presidential address, setting out the new coalition Government's policy, is due at a joint session of Parliament tomorrow.

Mr Desai now has the advantage of having "Babuji" leader of the Unbreakables and other underprivileged groups, whose votes helped Janata out, Mrs Gandhi, inside the Government. Mr Ram left a strong impression that the coalition Cabinet will be the scene of many policy debates. "Now I shall be in the Government to argue our case, that's clear," he said.

Mr Ram, who had held out against joining the Cabinet as a protest over the way Mr Desai was selected as Janata leader, finally gave in after an appeal from Mr J. P. Narayan, the so-called moral architect of the Janata and Congress for Democracy (CFD) alliance. He praised Mr Ram as a great socio-economic force "whose cooperation the building of a new India would not be possible."

Both Janata and the CFD

were also under pressure this evening not to prove Congress right when it alleged during the election campaign that the "hotch-potch alliance" would fall apart as soon as it came to deciding who got the main posts. Their supporters across the country have been quick to disapprove all the political going on in the Delhi politicians' handsome bungalows.

Mr Ram and the three other new ministers simply failed to turn up at yesterday's swearing-in ceremony before the acting President, Mr B. D. Jatti, though their names were on an official list. Mr Desai announced the distribution of portfolios among the 14 ministers who did turn up, reserving defence, agriculture and industries to himself or the "late-comers".

Mr Yajpayee is an accomplished orator and was the Opposition's star speaker in Delhi during the election campaign. His first test, in the light of Mr Desai's promise that India will be pursuing a "proper" non-alignment course comes in 11 days when he will be host to a meeting in Delhi of the foreign ministers of the non-aligned countries.

The new Cabinet is: Mr Desai, Prime Minister; Mr Charan Singh, Deputy Prime Minister; Mr Vajpayee, External Affairs; Mr Ram, Defence; Mr Bahuguna, Agriculture; Mr Narayan, Industries; Mr Fernandes, Labour; Mr Raj Narain, Education; Mr Atal Behari Vajpayee, External Affairs; Mr Ram, Defence; Mr Bahuguna, Agriculture; Mr Narayan, Industries; Mr Fernandes, Labour; Mr Raj Narain, Education; Mr Atal Behari Vajpayee, External Affairs.

Delhi, March 27.—Shahid Mohammed Abdullah, Chief Minister of Kashmir, has resigned the State Governor has agreed to dissolve the Legislative Assembly.

The Shahid's resignation was a sequel to the withdrawal of support for his Government by the Congress Party which now has a majority over the National Conference Party in the state legislature.

Delhi, March 27.—Shahid Mohammed Abdullah, Chief Minister of Kashmir, has resigned the State Governor has agreed to dissolve the Legislative Assembly.

The Shahid's resignation was a sequel to the withdrawal of support for his Government by the Congress Party which now has a majority over the National Conference Party in the state legislature.

Mr Abdullah, known as the "Lion of Kashmir", returned to power in the state in February, 1975, after an agreement with Mrs Gandhi, the former Prime Minister. He had stayed away from the Kashmir political scene for about 22 years after serious differences between him and the central government had led to his dismissal and arrest.

—Agence France-Presse.

## New human rights group active in Poland

Warsaw, March 27.—A new human rights movement formed by a group of 18 Polish intellectuals issued a public appeal for support today.

It said that it was neither political in character nor opposed to the Government, but aimed at enforcing the United Nations Convention on Human Rights, ratified by Poland earlier this month.

The movement for the defence of human and civil rights reflected a steady social trend and was not "an organization or an association", according to the appeal.

A copy of the appeal was sent to about fifteen newspapers and the Warsaw television station, but only Western correspondents attended a press conference in Warsaw today during which it was made public.

The appeal, Moczulski, a journalist and spokesman for the movement, said that the text of the appeal had been prepared for some time, but that the group delayed publishing it to avoid the appearance of an attempt to put pressure on the Government to ratify the United Nations declaration.

The movement planned to cooperate with the Workers' Defence Committee. But the committee had been set up specifically in connection with the riots against food price rises last June and would be disbanded when the workers failed for rioting were released and a commission was set up to investigate allegations of police brutality.

The movement, on the other hand, was concerned with human rights in general and "wants to continue its existence even when observation of human rights becomes common in Poland".

It hoped to mobilize people of good faith who could lobby for respect of human rights on an individual basis. Agency France-Presse and Reuter.

Dr Shtern will be allowed to leave for Israel

Moscow, March 27.—Dr Mikhail Shtern, the Soviet Jewish medical practitioner who was released earlier this month after serving two years of an eight-year sentence on bribery charges, said yesterday that he and his wife had been given exit visas to leave the country.

Reached by telephone at his home in Vilnius, in the Ukraine, Dr Shtern said that he regarded the decision to reduce his sentence and release him, taken unexpectedly by the Ukrainian Supreme Court just before an international tribunal in Amsterdam was to discuss the case as "an act of humanity".

He added: "It was not an act of justice because I was not guilty, but that does not matter now. All that counts is that we will be reunited with our children."—Reuter.

## Prisoners of conscience



## China: Ting Ling

By David Watts

Ting Ling's novels of the 1920s and 1930s, the legal owner of a factory, was wrongfully and totally excluded by its former employees and the employees' committee. The former employees' committee of it for almost a year, the company was not in actual and exclusive occupation for that period. On the evidence, the former employees' committee was in actual and exclusive occupation.

The Court of Appeal dismissed an appeal by Ting Ling, a Chinese woman, against the decision of the Hong Kong Court of First Instance, November 26, 1976, to grant her a declaration that she was the legal owner of a factory, and to order the former employees' committee to pay her costs.

Her leading character, strong, independent and somewhat rebellious, was not only autobiographical to a certain extent but was equally reflective of the situation through which China was passing in the struggle for power between the communists and the Kuomintang. She was typical of the left-wing writers of the 1920s and 1930s who chose the communist side and have since suffered for it.

She began writing as a student and lived with Hu Yeh-nia, the communist poet, who began to substitute underground activities against the Nationalist Government for his full-time career as a writer. But she came to rely too much on the foreign concession in Shanghai and in early 1931 Hu was arrested by the Nationalists and executed.

Her death seems to have pushed Ting Ling over the brink from novelist to revolutionary and she became a member of the communist party about two years later. Her novel, *Flowers*, was acclaimed by the communists as a significant development of Chinese proletarian literature.

In May, 1933, her activities on behalf of the communists led to her abduction by the Nationalist Government. She was imprisoned for a time and then lived on parole in Nanking for about three years.

At that time, her whereabouts were a mystery and she was thought to be dead. As a result, a "posthumous" collection of her works was published. Disgraced as a Manchurian soldier, Ting Ling escaped to Peking and joined the communists at Yan'an in 1936.

At the outbreak of the Sino-Japanese war she went to the front as a secretary with the army and wrote less as she became more involved with politics. What she did write, however, was of high quality and was, by no means, idealistic about the communist movement.

As the years went by she found herself unable to restrain herself writing critically about some aspects of the revolution and in a 1941 story, in a hospital, she described the bleakness of Yan'an life. The following year, in the editorial column of a literary supplement, she lamented women's fate under the communists.

This, and other articles, prompted Chairman Mao to call the famous literary conference at which he delivered the lecture "Talks at the Yan'an Forum, on Art and Literature".

Ting Ling was censured and severely punished for her criticism of the party. She was expelled from the party in 1958 and deprived of her rights as an author and a citizen for "conspiracy" against the party during the Hundred Flowers campaign.

Little has been heard of Ting Ling for some years, due to the dearth of information on people who have fallen from grace with the Chinese regime, and it is not known what form of restriction she is under.

At one point she was reported to have been working as a character in the Peking headquarters of the Writers' Association and in 1959 a visiting American journalist said she was in Manchuria serving a "secret term of reform through labour". In 1972, inquiries of another writer, elicited the reply that she heard from her "old friend" occasionally.

## Law Report March 25 1977

## Court of Appeal

## Company owning 'work-in' factory not liable for rates

In re Estate Colour Printing Co Ltd (in liquidation). Before Lord Justice Buckley, Lord Justice Scarman and Sir John Pennycuik.

Judgments delivered March 22

Where a company, the legal owner of a factory, was wrongfully and totally excluded by its former employees and the employees' committee. The former employees' committee of it for almost a year, the company was not in actual and exclusive occupation for that period. On the evidence, the former employees' committee was in actual and exclusive occupation.

The Court of Appeal dismissed an appeal by Ting Ling, a Chinese woman, against the decision of the Hong Kong Court of First Instance, November 26, 1976, to grant her a declaration that she was the legal owner of a factory, and to order the former employees' committee to pay her costs.

Her leading character, strong, independent and somewhat rebellious, was not only autobiographical to a certain extent but was equally reflective of the situation through which China was passing in the struggle for power between the communists and the Kuomintang. She was typical of the left-wing writers of the 1920s and 1930s who chose the communist side and have since suffered for it.

She began writing as a student and lived with Hu Yeh-nia, the communist poet, who began to substitute underground activities against the Nationalist Government for his full-time career as a writer. But she came to rely too much on the foreign concession in Shanghai and in early 1931 Hu was arrested by the Nationalists and executed.

Her death seems to have pushed Ting Ling over the brink from novelist to revolutionary and she became a member of the communist party about two years later. Her novel, *Flowers*, was acclaimed by the communists as a significant development of Chinese proletarian literature.

In May, 1933, her activities on behalf of the communists led to her abduction by the Nationalist Government. She was imprisoned for a time and then lived on parole in Nanking for about three years.

At that time, her whereabouts were a mystery and she was thought to be dead. As a result, a "posthumous" collection of her works was published. Disgraced as a Manchurian soldier, Ting Ling escaped to Peking and joined the communists at Yan'an in 1936.

At the outbreak of the Sino-Japanese war she went to the front as a secretary with the army and wrote less as she became more involved with politics. What she did write, however, was of high quality and was, by no means, idealistic about the communist movement.

As the years went by she found herself unable to restrain herself writing critically about some aspects of the revolution and in a 1941 story, in a hospital, she described the bleakness of Yan'an life. The following year, in the editorial column of a literary supplement, she lamented women's fate under the communists.

This, and other articles, prompted Chairman Mao to call the famous literary conference at which he delivered the lecture "Talks at the Yan'an Forum, on Art and Literature".

Ting Ling was censured and severely punished for her criticism of the party. She was expelled from the party in 1958 and deprived of her rights as an author and a citizen for "conspiracy" against the party during the Hundred Flowers campaign.

Little has been heard of Ting Ling for some years, due to the dearth of information on people who have fallen from grace with the Chinese regime, and it is not known what form of restriction she is under.

At one point she was reported to have been working as a character in the Peking headquarters of the Writers' Association and in 1959 a visiting American journalist said she was in Manchuria serving a "secret term of reform through labour". In 1972, inquiries of another writer, elicited the reply that she heard from her "old friend" occasionally.

by both the liquidator and the work-in. The situation would have been different; but there was no dominant or servient element of joint user. No two persons could be said to be in joint occupation, but rather one of one hereditament, but there might be cases where two persons made use of property, or there might be two hereditaments or two users of one hereditament. In the latter case one must discover which person was the dominant occupier.

There was no concurrent use in the present case, and the liquidator's use of the factory for housing the premises during the period because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

The committee and work-in used the premises during the period and were in beneficial occupation unless the liquidator was in occupation; but on the facts, the occupation was not beneficial. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

It was submitted for the committee that the liquidator's use of the factory for housing the premises during the period because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

On the evidence, it was established that the company was not in occupation of the factory and the committee and work-in were in occupation. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

The committee and work-in used the premises during the period and were in beneficial occupation unless the liquidator was in occupation; but on the facts, the occupation was not beneficial. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

There was no presumption that the liquidator was in occupation unless it could be proved that someone else was in occupation. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

The committee and work-in used the premises during the period and were in beneficial occupation unless the liquidator was in occupation; but on the facts, the occupation was not beneficial. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

There was no presumption that the liquidator was in occupation unless it could be proved that someone else was in occupation. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

The committee and work-in used the premises during the period and were in beneficial occupation unless the liquidator was in occupation; but on the facts, the occupation was not beneficial. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

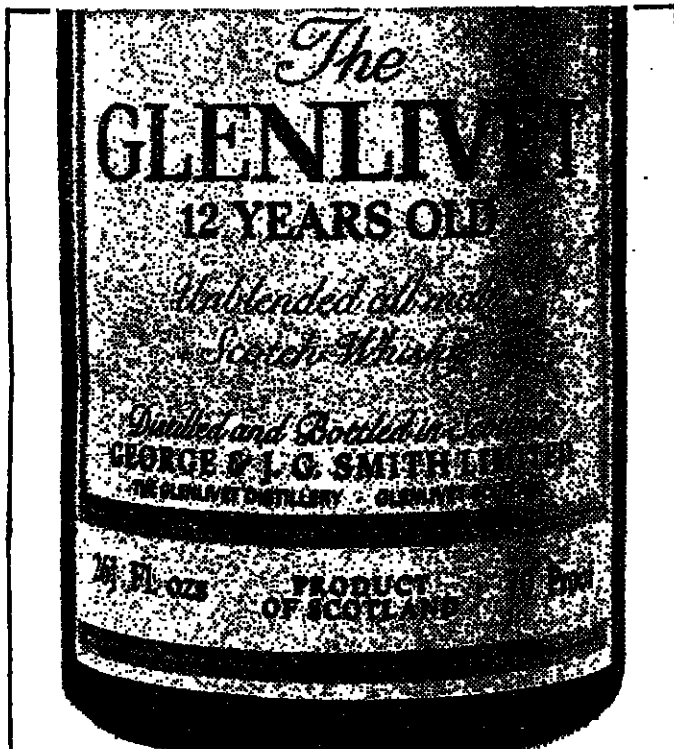
There was no presumption that the liquidator was in occupation unless it could be proved that someone else was in occupation. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

The committee and work-in used the premises during the period and were in beneficial occupation unless the liquidator was in occupation; but on the facts, the occupation was not beneficial. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

There was no presumption that the liquidator was in occupation unless it could be proved that someone else was in occupation. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

The committee and work-in used the premises during the period and were in beneficial occupation unless the liquidator was in occupation; but on the facts, the occupation was not beneficial. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.

There was no presumption that the liquidator was in occupation unless it could be proved that someone else was in occupation. The committee's use of the premises was not beneficial occupation because the liquidator was denied access and it was this work-in that was in full adverse possession. If on the evidence the owner was not in actual occupation he could not be said to be in occupation.



## 'The' Glenlivet.

Poorest countries assured of finance on easy terms under Vienna agreement

By Melvyn Westlake

An agreement between some two dozen industrial and oil-exporting countries, after almost 18 months of negotiations, has ensured that there will be a steady flow of cheap finance to the world's poorest countries until the end of the decade.

The agreement, which will inject \$7,637m (£4,500m) into the International Development Association (IDA), was signed in Vienna earlier this month and has arrived just in time. For without that money, the IDA—the "soft arm" of the World Bank—was faced with closure from next July.

The new money will mean the fifth replenishment of the IDA since it was set up as a World Bank affiliate in 1960, and will enable the association to continue lending to the poorest developing countries at highly concessional terms from mid-1977 to mid-1980.

The agreement was reached after six rounds of meetings in two continents. The sum now available falls short of some early hopes. Initially, a target of \$8,000m was set. But this goal depended on the willingness of some Middle East oil exporters, who have joined the IDA donors' club for the first time, to put up rather more money than they eventually did.

In the end, the rich traditional donors agreed to find \$7,200m, with Kuwait, Saudi Arabia and the United Arab Emirates contributing the balance. Kuwait, as an old established donor, also contributed another \$44m towards the \$7,200m.

The importance of the IDA is that it provides credits on 50-year repayment terms, bearing no interest, and only a nominal 0.75 or 1 per cent administrative charge. Its credits are therefore essential to many of the poorest countries who can least afford to borrow from other sources.

## Third World report

## Poorest countries assured of finance on easy terms under Vienna agreement

The IDA sprang originally from a recognition in the late 1950s that a number of developing countries had reached the limits of their capacity to service "hard debts", and that others—particularly the newer states in Africa—needed outright grants or interest-free loans to help in building their economies and providing acceptable minimum standards of living for their people.

Funds for the IDA come from five sources: the initial subscriptions of its rich members; periodic replenishments, which are by far the most important element; special contributions made by some members; transfers of money from its parent, the World Bank; and the IDA's own accumulated net income.

Britain's contribution to the fifth replenishment is \$814.3m, or 10.7 per cent of the total compared with \$499.5m or 11.1 per cent of the previous replenishment in 1974.

The successful conclusion of the Vienna agreement will almost certainly be used by the rich northern countries to take the sting out of Third World calls for a total moratorium on debt repayments. This is one of the demands the developing countries have been making at the North-South dialogue in Paris. Formally known as the Conference on International Economic Cooperation, these Paris talks have been deadlocked on this issue since the middle of last year.

Led by West Germany and the rich United States, the industrial nations have remained hostile to the idea of a moratorium, arguing instead that the large foreign trade deficits and escalating debts of the Third World should be dealt with by such institutions as the World Bank and the International Monetary Fund. Several schemes are now being discussed to increase the capital of the World Bank and increase the lending capacity of the IMF.

Whether the rich countries can convince the Third World that such schemes can be ready in time to rescue them from the consequences of their present deteriorating financial position was made clear only when the North-South discussions reconvened in Paris last week.

The Long Island Press, a daily newspaper published in the New York borough of Queens, has announced that it is closing after 156 years of publication. It is the latest victim of a new wave of newspaper mergers and cutbacks. The New York Times and the New York Post, as well as the Long Island Press, all of which have been trying to expand their readership in Queens.

## New human rights group active in Poland

Warsaw, March 27.—A new human rights movement formed by a group of 18 Polish intellectuals issued a public appeal for support today.

It said that it was neither political in character nor opposed to the Government, but aimed at enforcing the United Nations Convention on Human Rights, ratified by Poland earlier this month.

The movement for the defence of human and civil rights reflected a steady social trend and was not "an organization or an association", according to the appeal.

## Prisoners of conscience

Where a company, the legal owner of a factory, was wrongfully and totally excluded by its former employees and the employees' committee. The former employees' committee of it for almost a year, the company was not in actual and exclusive occupation for that period. On the evidence, the former employees' committee was in actual and exclusive occupation.

The Court of Appeal dismissed an appeal by Ting Ling, a Chinese woman, against the decision of the Hong Kong Court of First Instance, November 26, 1976, to grant her a declaration that she was the legal owner of a factory, and to order the former employees' committee to pay her costs.

Her leading character, strong, independent and somewhat rebellious, was not only autobiographical to a certain extent but was equally reflective of the situation through which China was passing in the struggle for power between the communists and the Kuomintang. She was typical of the left-wing writers of the 1920s and 1930s who chose the communist side and have since suffered for it.

## China: Ting Ling

By David Watts

Ting Ling's novels of the 1920s and 1930s, the legal owner of a factory, was wrongfully and totally excluded by its former employees and the employees' committee. The former employees' committee of it for almost a year, the company was not in actual and exclusive occupation for that period. On the evidence, the former employees' committee was in actual and exclusive occupation.

The Court of Appeal dismissed an appeal by Ting Ling, a Chinese woman, against the decision of the Hong Kong Court of First Instance, November 26, 1976, to grant her a declaration that she was the legal owner of a factory, and to order the former employees' committee to pay her costs.







By Norman Fox

**By Geoffrey Green**

By Gerald Sindsia

## Today's fixtures

y Tom German.


**by Clive White**

## Weekend football results

Antwerp, March  
ruff showed just

By Richard Streston

\_\_\_\_\_

[illegible]

\_\_\_\_\_

4

من القرآن




Figure 1 is a line graph showing the percentage of total sample for each age group across different years. The y-axis represents the 'Percentage of total sample' from 0 to 100. The x-axis represents the 'Year' from 1960 to 2000. The age groups are: 0-14, 15-24, 25-34, 35-44, 45-54, 55-64, 65-74, and 75+. The 0-14 age group shows a steady decline from approximately 45% in 1960 to 15% in 2000. The 15-24 age group shows a slight increase from approximately 25% in 1960 to 30% in 2000. The 25-34 age group shows a slight increase from approximately 20% in 1960 to 25% in 2000. The 35-44 age group shows a slight increase from approximately 15% in 1960 to 20% in 2000. The 45-54 age group shows a slight increase from approximately 10% in 1960 to 15% in 2000. The 55-64 age group shows a slight increase from approximately 5% in 1960 to 10% in 2000. The 65-74 age group shows a slight increase from approximately 2% in 1960 to 5% in 2000. The 75+ age group shows a slight increase from approximately 1% in 1960 to 2% in 2000.



# the Way ecade











## The European Parliament is the best chance we have to preserve freedom

The Government has said that it will outline in the forthcoming White Paper the alternative voting procedures for direct elections to the European Parliament; probably thereafter indicating its own preference for some form of proportional system; and eventually leave the choice to a free vote of both Houses of Parliament. We can hardly imagine that the House of Commons, if (on a free vote) it previously confirms the existing commitment to those elections, would make itself ridiculous by rejecting possible means of electing them. That, however, would clearly be the intention of those who object to direct elections as such. The following thoughts are therefore for the consideration of those who are wavering on this crucial point.

Assuming that we stay in the EEC, the only real questions, irrespective of party, are now how best we can make it work properly, and whether a directly elected European Assembly would help to achieve this clearly desirable end.

Should we stay in? Well, since the Community was enlarged in 1973, all members have been victims of a world recession. Apart from our own national failings, this is the main cause of our present discontents. Nor can we cure the consequent inflation and unemployment—like afflicting all free states—by abandoning the EEC and imposing import controls (as recommended by the "Cambridge economists"), unless we are prepared to accept a fully controlled economy on the lines of, shall we say, East Germany, involving the direction of labour and the virtual suppression of political opposition. Perhaps this is the price that Mr Eric Heffer and his economist friends would prefer to pay, but if they do they should say so.

If, then, we stay in the EEC and abide by its rules; if the clouds of world recession gradually lift; what are the advantages of direct elections? Mr Heffer says he is against them because they are "federalist". If the idea is that this old country should become the equivalent of Kansas or California, there are few federalists here. We should rather aim at a new system for taking decisions in common with our free neighbours yielding the interests of the whole—more especially in the foreign and defence fields—without in any way sacrificing our traditions, our way of life, and the ability to control our own internal affairs. To have this in the mind of the "anti" to qualify as a "Eurofascist". I suggest it is the only way to preserve our fundamental freedoms.

Why would a directly elected Parliament assist this process? Because in close association with the Commission, it would—given the political pull exercised at home by its members—gradually induce the Ministers to take decisions now too often held up for purely national reasons—that would redound to the benefit of all nine members of the Community. In other words, free debates in the presence and with the constant expert advice of the Commission, and often in the presence of ministers, will result in the hammering out of those great compromises—some, it may be, unpleasant, since all nine of us live in a dangerous world—at which the governments will eventually have to arrive.

Take the Common Agricultural Policy. This has already been changed to some extent as a result of vigorous triangular debate in the existing Parliament. It will be changed even more so as to bring divergent national points of view into some sort of harmony. In parliamentary discussions, too, the basis of a common monetary policy will emerge as time goes on.

Unless it breaks up and we all go in for economic (and totalitarian) nationalism, the whole Community, by employing this kind of method, is as it were, condemned to succeed. What formal powers the new Parliament may have over and

### We should aim at a new system for taking decisions with our neighbours

above the existing and (limited) control over the Community budget will be a matter for cool debate.

The objections raised by Mr Heffer are astonishingly parochial in the light of this great project. We must not, it seems, hold direct elections if they should clash with any other election that may be taking place in the UK—presumably an excuse for never holding them at all. There is the thought that people who voted "No" in the referendum—like himself and Mr Cundie Powell—will be opposed to direct elections and may be joined by those who, disillusioned as a result of the recession, do not realize that they are prescribed by treaty. Perhaps, surely such people will be offset by those who voted "No" for the reasons that we want the Community to succeed? Besides, the direct election of members of the European Parliament would not add to the limitations on our freedom of action beyond what we have accepted as a member of the Community: it would only make the Community more democratic.

Next we get the usual stumbling-blocks, such as the difficult choice of electoral procedure, including the alleged precedent for Westminster. If proportional representation were selected, the possible disadvantages of a low poll, the hostile declaration of the Labour Party Blackpool conference in 1976 (binding, perhaps, on less than half the 37 per cent of the electorate who voted Labour in 1974), the absence of any precise electoral "mandate" and so on, none of which seems to be very convincing to our people, 47 per cent of whom would favour direct elections if a recent "Europoll" is any guide.

The only damaging new argument is a quotation from a speech of the Prime Minister "mandate" and so on, none of which seems to be very convincing to our people, 47 per cent of whom would favour direct elections if a recent "Europoll" is any guide. The only damaging new argument is a quotation from a speech of the Prime Minister "mandate" and so on, none of which seems to be very convincing to our people, 47 per cent of whom would favour direct elections if a recent "Europoll" is any guide.

What Mr Heffer's proposal would amount to would be the nomination of up to 81 members of the House of Lords. We can imagine the effect of a newly elected Parliament of eager Europeans of the arrival of this contingent! But more probably the mere threat of such a breach of our commitments would result in a post-nominate "mandate" for the whole project, none of our European friends being willing to proceed without our effective participation. This could prejudice the whole trend towards European unity and inevitably incline our democracies towards some accommodation with the East. It will be observed that there is considerably more in Mr Heffer's attitude than at first sight meets the eye.

Lord Gladwyn

Politics now is about prices, including the price of government

## We must stop squeezing the nation into the ground

Raymond Fletcher



Waiting last Wednesday for a Government whip to cast my vote for Mr James Callaghan, my thoughts should have turned to higher things. After all, I have been trying to draw attention for years to the increasingly unmanageable state of the nation; and there I was, if only by proxy, actually doing something to halt the downward slide to anarchy and tribal conflict.

Any government is better than none; Mr Callaghan's Government (as one malign critic said of Wagner's music) is not so bad as it sounds; and those socialists who believe that accelerated social disintegration automatically blows open the road to socialism know little of history and not very much about anything else.

But, I must confess, my private thoughts never reached even the boundaries of profundity. I did a little mental arithmetic, calculated that the Government might survive without the 7th Cavalry-style arrival of Mr David Steel's zeppelins in its lobby, and asked myself why I had not placed a bet on the result immediately. Mrs Thatcher sounded the bugle for the charge.

I also thought about the charming nursing sister who had come on arrival and tried to drive up my pulse rate so that I could call her back to check it. It proved impossible. I can no longer excite myself about politics. Nor, I suspect, can Mr Callaghan, which is one of the reasons why he is there. His coolness solved one problem last week and kept his Government in office to tackle the hundreds of other problems that remain. A similar cool approach to these, I suggest, is now necessary. Not all the problems can be solved in the lifetime of this Parliament. Many, indeed, may never be solved at all.

But, however high the degree of instability in the country, Westminster must keep both its temperature and its pulse-rate down. A style, well displayed by the Prime Minister in his two Nationwide broadcasts last week, now has to seep into and infect all policies.

All policies now are about prices, including, as taxation, the price of government itself. As far as prices in shops are concerned, there is little or nothing that can be done by administrative action. Many price rises are imported. Others are a kind of thermometer reading of the sickness of the economy.

The fever will subside as the health of the economy improves. But this does not mean that prices will be brought down by order. All that can be done and all that the Government should promise to do, is to get the price-income relationship stable. German consumers pay high prices out of high incomes. Their trouble almost as much as we do, but they are far from the edge of political hysteria.

Politics is also about differentials. Mr Roy Fraser, leader of the Leyland Toolmakers, does not see why he should have spent over five years acquiring skills which, in his own country, he can earn about £150 a week more than an unskilled man. Whether the action he and his colleagues took was justified is not, as Ministers say so frequently, a matter for me. I am further disqualified from comment by the fact that my attitude towards financial incentives. My total indifference to them, in fact, is a source of anxiety to my bank manager.

amazement to my business colleagues and something like wonder to everybody else. But I, the one who has been urging the phase three negotiators to look at it, by looking closely at a profession with which I have become closely associated, am a failure.

Dr H—professional etiquette requires the omission of his name—lives in a very comfortable house and earns a good income. It is being squeezed, however, and though he votes Labour he does not see why he should be charged so much for doing so. He has earned a higher-than-average standard of living by spending years training when others were earning, by staying in this country where many of his fellow practitioners are applying for lucrative posts in either Europe or America, and by serving the community far more effectively than the best of MPs serves his constituency.

It is much for the usual arguments, the deeper one is that Dr H's standard and way of living has impregnated his four children with a desire to study

and acquire professional skills. They go to school, and will later go to university, strongly motivated to follow in father's footsteps, though not necessarily into medicine.

The fact that his wife is also a doctor reinforces the motivation. In other words, giving Dr H and Mr Roy Fraser a better standard of life ensures that we are going to get more Dr Hs and more Mr Frasers; and, God knows, we need them.

Yet there is more to it than that. The debate on education has now widened itself into a debate on society as a whole. What is the use, to put it icily, of educating a child at school when that child's family is indifferent—everybody's family—to the idea of education at all?

A 16-year-old child who is regarded merely as a missing wage-earner while he is at school is hardly likely to do very well or set very far. As for taxation, there is nothing I can suggest which, as far as I can guess, the Chancellor does not intend to do. He realizes by now that income tax is no longer an effective means of redistributing wealth. Its present high levels are increasingly resented by the people we both represent. They are evaded by the kind of people who can put houses on the market at three and a half million pounds. I am as dedicated to squeezing the pips of exploiters as ever I was.

But we must stop squeezing the incomes of those whose efforts alone can bring about the industrial and social regeneration we need. For we can neither legislate nor organize ourselves into success. There are other problems, but there will be other columns.

The author is Labour MP for Ilkerton

© Times Newspapers Ltd, 1977

## How will BR meet the Brighton challenge?

The Government and British Rail would like to take the Brighton-Luton commuter Association too lightly, despite the ginkgomy that surrounded its inaugural coach trip to London last week.

The several hundred members who commute to London by train daily are suffering not only from generalized queuing pips, but from a particular sense of grievance that challenges both BR's monopoly of the route, and one of the fundamentals of transport policy: indiscriminate cross-subsidization of some citizens at the expense of others.

It may or may not be a coincidence that the London to Brighton line, on which fares have risen several times since 1973 from £213 to £489 for an annual season ticket, is one of the most profitable on British Rail. Only an hour's run with multiple attractions at each end, it carries heavy two-way traffic for much of each day and week, and probably attracts revenue nearly double its direct costs.

Rural lines in Wales, Scotland and the West Country, by contrast, cover barely a tenth of direct costs without any contribution to BR's huge central overheads. As inflation mounts, these little-used services take more of BR's £400m a year subsidy.

BR's London and South-East commuter services as a whole lose £80m a year on £150m revenue, and last year's Government transport survey suggested that the outer services at least should become self-supporting by 1981. This would mean further fare increases, greater than the rate of inflation, and no doubt greater still than the prospect of rising fares would mean for the Brighton commuter.

Many simply cannot afford another four years like the last, the association says, and with unemployment in Brighton among the highest in the land they are trapped whichever way they turn.

The rival coach service is, therefore, a serious challenge, primarily "to try to ensure that our members who can no longer afford to travel by rail, can keep their jobs". It is also, perhaps more significantly, "a lever to get BR to offer some monetary incentive to our members to stay on trains".

BR no doubt hopes the Traffic Commissioners will take the association to court and force it to apply for a licence for its service, then refuse to give it one on the grounds that it would take away the railway's rail. But this familiar solution to such a situation—using the law to stifle competition in public transport—is being seen increasingly as not necessarily in the public interest, and there is pressure on the Government to modify the role of the Traffic Commissioners in its forthcoming new transport policy.

Apart from the half-price fare, travelling from Brighton to London by coach makes little sense. It takes twice as long, adds to London's congestion, takes traffic from the existing rail capacity, and forces up costs for remaining passengers.

The attraction of cheap fares is so great, however, that if the

association has found a way round the licensing laws up to a dozen coaches may be operating by the autumn, carrying perhaps 500 of BR's 5,000 peak commuters.

BR could respond by ignoring the whole thing and hoping it will go away. Or it could offer its members a more competitive fare, either across the board or, for example, through off-peak charter trains.

Whatever the fate of the Brighton challenge, there seem to be three possibilities:

● Keep the railway as it is, with ever higher subsidies to keep fares down. This the Government has rightly set its face against.

● Let fares rise, and price out more of London's commuting labour force, further dispersing the capital's commercial and industrial base.

● Keep fares down through further railway economies, including almost certainly the replacement of little-used services with those making inordinate losses by cheaper forms of transport.

One thing is abundantly clear. Everybody cannot have it all ways. Something has to give.

Michael Bailey

Transport Correspondent

## Politicians should consult a dictionary

An occasional series on new words and new meanings.

The consultative referendum on devolution has crowned consultation as the most fashionable word of the catchword of present politics, and the same time reduced its meaning to a thin puff of hazy connotation. Almost all British politicians claim to be in favour of consultation, on the same grounds that they claim to be in favour of liberal democracy, participation, and the common man. What they mean by consultation, however, is by no means either clear or consistent. What they ought to mean is the action of consulting or taking counsel together, an action in which various opinions

are listened to, and a common decision or opinion based upon the best advice available evolves.

The word came into English from French in the sixteenth century, to indicate the frequent Latin construction, the frequentative verb formed from the past participle stem of *consultare*, to take counsel. "Come gentlemen, let us consult upon tomorrow's business," Richard III. Consultation has acquired a number of specialized meanings. It can mean a conference in which the parties, for example lawyers or doctors, consult or deliberate. Modern legal usage confines this sense to meetings with more than one counsel present. Consultation can mean the

action of consulting, for instance a book. And in an esoteric meaning from historical English law it means a writ by which a cause, having been removed by prohibition out of the ecclesiastical court to another, is returned thither.

Consultation's vague political use has little connexion with any of these precise and unambiguous meanings. Sometimes it seems to be used to describe a process that is a substitute for the role of action, or an excuse for procrastination. Sometimes it means a process (regrettably almost always "ongoing") or situation whereby or wherein representatives of local or national government, unshakably convinced

that they know best, but uneasily aware of the need for the appearance of full, democratic, public discussion, inform members of the public of decisions which have been taken, and which are irrevocable.

Sometimes, no doubt, politicians mean by the catchword of consultation that they actually are prepared to listen to views other than their own and their party's before coming to a decision. But in its fashionable use, the more a politician spouts about consultation, the more his audience should resign themselves to accepting a fait accompli that nothing that they say or do can change.

Philip Howard

Lord Chalfont

## Going for the jackpot from the Soviet slot machine

Negotiating with the Russians, it was once said by a British Ambassador to Moscow, is like operating a slot machine. If you have inserted the appropriate coin, the machine fails to deliver the goods, it can sometimes be persuaded to do so by shaking it, or even kicking it; but it is no good talking to it. Mr Cyrus Vance, the American Secretary of State, is at present engaged in testing this somewhat disenchanted proposition, and for my part, I would not bet heavily on his chances of returning to Washington laden with goodies.

The Soviet leaders, it seems, have no intention of making concessions on nuclear weapons as long as the American President continues to "interfere" in Russian internal affairs—that is to say as long as he continues to express feelings of rage and despair when men and women are tormented and oppressed simply because they criticize the political system under which they live. It might have strengthened Mr Vance's resolve not to submit to this kind of brutal and cynical pressure if he had been able to spend a few days in Berlin on his way to Moscow.

Every time I go to Berlin, I expect my reaction to the Wall to be tinged with a sort of world-weary boredom. Its grey, drab, and ugly, it is now a familiar part of the city's architecture; visitors to West Berlin are taken in coaches to inspect it, and to gaze curiously into the eastern sector from specially erected platforms.

One might expect this depressing phenomenon to induce feelings of cosmic tediousness and a sense of resigned fatalism; but, always, for me, at least, confrontation with the physical reality of the Wall provokes an access of intense anger and disbelief. What kind of mentality, shaped by what monstrous political philosophy, can have erected this thing? If it were a defensive barrier designed to prevent aggression and invasion from outside, it might be possible to imagine that one day, in some as yet improbable atmosphere of relaxation and mutual trust, it will be dismantled and forgotten; but, of course, it is not that. It is designed, like the wall around a prison, to keep people in, to deprive them, quite simply, of their freedom.

I was reminded of all this with a new and irresistible impact when I visited the city again a few days ago while filming part of a television documentary programme for the BBC. It is, I think, not generally recognized that the Russians and the East Germans have not simply put up the wall and retired behind it, content merely to shoot anyone who tries to climb over it. Year after year they have been, if I may use the expression without doing too much mischief to the English language, "improving" it. It no longer consists of one rather flimsy wall, roughly constructed, as it was at the beginning of poor quality breeze blocks.

There are now two solid concrete walls, in some places more than a hundred yards apart. The intervening space consists of ploughed land or raked sand, designed to show up footprints. It is covered by machine gun posts erected at intervals to enfilade every yard of ground, and brightly floodlit at night. To this basic equipment of the concentration camp, the ingenious guardians of the communist paradise have added a few technical refinements of their own—such as special dog-runs, narrow wire corridors, erected at intervals, in which guard dogs are allowed to prowl freely and to savage anyone who tries to cross their territory.

In some places concrete tubes are balanced on the top of the wall, so that if anyone is brave and resourceful enough to survive the dogs, the mines and the machine guns, and actually succeeded in climbing the final barrier, as he grasped the top of the wall the concrete tube would roll off and drop him nearly back into the killing zone. They have even made thoughtful provisions for those who might think of avoiding all this by going under-

ground; every sewer which crosses the boundary between east and west has been blocked with barbed wire and equipped with booby-traps and hidden microphones.

Yet, dreadful as it is, it might be possible to regard it with no more than loathing and contempt if we could be sure that the people on the other side of it were content to keep their heads down and their hands in their pockets. There is, however, another feature of the Berlin scene which makes it difficult to believe that this is so. If one examines a little more closely the East German frontier guards who patrol the wall, it becomes clear that they constitute something substantially more than a prison service. They are equipped with tanks, artillery, heavy machine guns and other modern mobile weapons—rather more, one would think, than they need to deal with the occasional dissident citizen making a terrified dash for the West.

It may be, of course, that they are there for other purposes of military defence. Soldiers in the Kremlin may really believe that one day the 10,000 allied soldiers in West Berlin are going to burst irresistibly out of their barracks and annihilate the hundred thousand Russian and East German troops which surround the city. Well, if that is really the case, there is something else which needs to be explained.

What is the reason for this strange concentration of East German troops in Glienke, a point on the Berlin Wall, opposite one of the principal allied airfields? If they are defensive in purpose, why do they need the latest bridging equipment? The only water obstacle in front of them, in West Berlin, is the Spree. Why do they need chemical warfare vehicles? And perhaps most significant of all, why is the sector of the east-west border immediately in front of them the only sector along which no concrete wall has been built?

It gives me, at a time when Mr Cyrus Vance is addressing encouraging words to his slot machine, to go on asking these impertinent questions; but the fact is—and one hopes that Mr Carter is ready to face it—that it is dangerous to suppose that the Russians, on nuclear warfare vehicles, can be negotiated in a vacuum. Nuclear missiles are only one of the most destructive elements in a vast apparatus of military confrontation. If, in pursuit of some dramatic agreement to reduce the threat of nuclear war, the significance of such relatively obscure matters as the chemical warfare vehicles in East Berlin will be substantially increased. International security is constructed of a complex set of interlocking components. If the vast and potentially lethal military establishments are ever to be safely dismantled, the process will have to be approached with care and precision—if one component is carelessly dislodged, the resulting disintegration will be catastrophic.

If there is to be an effective agreement on nuclear weapons, it must take into account such apparently extraneous matters as Russian policy in Africa and the political and social conditions in the Soviet Union. If the process will have to be approached with care and precision—if one component is carelessly dislodged, the resulting disintegration will be catastrophic.

If Mr Brezhnev insists that there will be no agreement on disarmament while Mr Carter continues to "improve" the wall, the answer of the West should be clear and unmistakable—there will certainly be no agreement on disarmament so long as the degrading of the police state and the political prison wall persist, and while the enormous possibility remains that they might be imposed by force upon the free world.

The documentary film *The Writing of the Berlin Wall* was shown on BBC 1 on Monday, April 4.

© Times Newspapers Ltd, 1977

## The Times Diary

Dear Mr/Simpligssverk...

P. H. Simpligssverk, my dreadfully inaccurate all-purpose expert, has started an advice column for the lovers. Here are his first three letters:

Dear P.H.,  
Some of my friends think me foolish and you may do the same, but I have just moved in with a man very much older than myself. He and I have known each other for some time but it was only a week or two ago that he started making serious advances towards me, and put it to me that the good-natured, indulgent man I have been true love all the time. I am a young Scots girl with few friends in London and I succumbed easily—yep, you may think I am a bit of a blubberhead. The trouble is that I do not think he has marriage in mind and he is most reluctant to give up his old friends, some of whom are I am sure, an extremely bad influence on him. I have a dreadful fear that he may quickly grow tired of me and

leave, and whom shall I turn to then? Davida, Westminster.

Dear Davida,  
Yes, I agree that you may have been unwise, but you have been unwise in the best of it. This kind of man is often a sweet-talker but highly unreliable. The best you can do is to make your home as attractive a place as possible so he will not want to leave. Fall in with his odd little quirks, experiment with exciting new recipes and warm up his slippers, and his ego when he gets home. Then he may not want to go and see his old friends but it would be fatal to nag him about it. To be prudent, though, you ought to have a contingency plan in case he does leave you in the lurch.

Dear P.H.,  
After a whirlwind romance, I have just set up house with a sweet little Scots lass. I did it more from pity than anything else—she had few friends and

no clear aim in life. But since she moved in, Davida, has changed. From the carefree girl I used to know she has become watchful and suspicious, seeking to tie me down to long-term commitments and even talking of marriage. She resents my slipping out of an evening to go to the "Jolly Socialists", where I see my old friends Erica, Antonia and Norma, although she knows full well that I have never been intimate with any of them. And she insists on sitting down for long talks on life, philosophy and proportional representation in the European Parliament. Was I a fool to be so kind to her? Jim, Kennington.

Dear Jim,  
I think you may be deluding yourself over your motive for taking up with Davida. In men of your age I find their reasons are often less pure than they believe, and you have been primarily driven by lust—for her lovely young body or simply for power. You are clearly not going to change your ways at your age and you may have been a little bit of a fool to expect more in the way of commitment than you are able to give. You ought to take her out once in a while. The fact that you do not mind being seen in public with her is a good sign, but it does not mean that you are committed. I suspect that you may prefer her in the role

of helpless waif that attracted you to her in the first place.

Dear Margaret,  
I am a middle-aged woman and I have been dating with an older man and a younger woman. I always thought we got on well together we quarrelled a lot but as far as I was concerned it was all thoroughly good-natured. The other day, though, I picked a row with Jim about our domestic expenditure. I thought it was time to take a stand. Much to my surprise, then, the younger woman took Jim's part and not mine and now they have become so close that she has moved into his room. I feel quite left out of things and you know how much I love him. I can imagine my mortification at the little sounds of endearment I hear through the thin walls. Should I try to break them up, or what? Please help me, P.H., because I feel so desolate. Margaret, Chelsea.

Dear Margaret,  
Yes, you do seem to be hoist with your own petard, as we counsellors say, but I think you would make matters worse now if you tried to put a stop to it. Jim would instantly put it down to jealousy of the younger woman. If you cannot afford to move out, into a flat of your own, you will just have to try to get cheerful and sensible about it. Whistle while you're doing the washing-up, and try

to build a life of your own. Cultivate your own friends. If you can grin and bear it for a few months things could turn out advantageously in the end. Jim and Davida might both move out, leaving the whole flat to you, though it is not sure you would know what to do with it if you got it? (Questions on postcards please to P. H. Simpligssverk, The Times, PO Box 7, Gray's Inn Road, London, WC1.)

Startime

On a commercial radio station on Friday, I heard Vanessa Redgrave talking about an earlier, and I did notice Alison Fiske, who appears in that compulsive Sartre serial on BBC 2, which seems to have been running almost as long as the row in Equity.

I admit that I do not understand the Equity dispute—do have one regular contributor to

legions. On Saturday I drove to equally Paddington to find out most of the fair was indoors in the hall, appropriately enough, of Sarah Siddons school. There were a few outdoor games, which the rain had virtually washed out—including a politically motivated one which invited people to hurl projectiles at a target to "Bring down the Lib-Lab coalition".

I did not spot Miss Redgrave, or one of the stars she promised on the radio, though this might have been because I arrived towards the end of the afternoon. Some signed photographs of Prunella Scales suggested that she had been there earlier, and I did notice Alison Fiske, who appears in that compulsive Sartre serial on BBC 2, which seems to have been running almost as long as the row in Equity.

I admit that I do not understand the Equity dispute—do have one regular contributor to

this page who does so must be well above the national average. To try to inform myself better I turned to the book headed "Policies for 1977".

I can report, therefore, that the Redgrave faction's aims include total rejection of the Social Contract, with a £50 million across-the-board increase, with monthly threshold agreements, backdated to last year's 1st. Moreover, the Labour Government's public spending goes hand-in-hand with the urgent requirements of the State and the employers to remove all means of opposition to this wholesale destruction of living standards. Someone should set it to music.

Lip service

An enterprising bookshop in New York has found a new way of attracting customers. It took out a large advertisement

in the New York Times which asked: "Ever been kissed in a bookstore before?" and promised that anyone who bought a paperback called *The Art of Kissing* would get a kiss thrown in.

The shop had a stand set up where a man and a woman stood ready to deliver. As each customer bought the book, he or she was presented with a slip of paper and, armed with that, went to the stand to get kissed.

More people came to watch than to take part. The shop was crowded with onlookers and others were standing two and three deep on the pavement outside, peering through the window. Floodlights were set up and photographers took photos, as the courageous few made their way to the stand.

The Daily Mail Diary spent the whole of last week in a vain attempt to deliver a copy of the paper to a reader who had asked to be charged that it missed its readers over the identity of the new United States ambassador to London. It closed the campaign in characteristic fashion with the slogan "I am not a diary editor" and a story which had appeared in the alert Daily Express in a fortnight earlier.

PHS



Chalfont  
g for the  
om the So  
machine



New Printing House Square, London, WC1X 8EZ. Telephone: 01-837 1234

## QUESTIONS FOR THE BUDGET

For the first time since 1941, when budgets were first recognised to have an economic as well as a fiscal purpose, the shape of the central economic judgment that every Chancellor has to make in each budget is known in advance. Mr Healey's letter of intent to the International Monetary Fund proposed a limit of £8,700m on the public sector borrowing requirement (PSBR) for the coming financial year; and circumstantial reports of the Treasury's latest economic and financial forecasts say that he can afford to cut taxation by about £1,000m in 1977-78 without going outside that limit.

It is a fair assumption that he will use all of that scope. Indeed, in order to accommodate larger cuts in income tax he will probably have decided to include in his budget some matching increases in indirect taxes or reductions in planned spending. The questions to be asked are whether this is right and what its effects may be.

The decisive control on the future trend of money spending in the economy is the movement in the money supply. This is already broadly constrained by the terms of the Chancellor's letter of intent to the IMF. It is likely to have to be kept within a ceiling of a 10-15 per cent annual increase. This could be higher if the balance of payments turns out much better than the Treasury and IMF assumed at the time of the loan negotiations, although there is at the moment an opposite danger of the money supply contracting if the Bank of England adheres to its present control techniques.

The implied IMF limit is rather too lax. The aim should be to continue into the future the progressive, though hitherto rather unsteady, deceleration in monetary expansion which the Chancellor has accomplished over his first three years. A non-inflationary rate of about 3 per cent within two years should be the target. It is, however, obviously too much to hope that Mr Healey will set targets for the money supply markedly stricter than those implied in his letter to the IMF.

For any given rate of increase in the money supply and, therefore, in money spending, the main effect of a change in the budget deficit is on the composition of that spending. A bigger deficit means more government borrowing and a higher level of interest rates. It thus promotes more fiscally sensitive spending and less interest-sensitive spending.

In general a lower budget deficit is preferable because the kind of expenditure which is sensitive to interest rates is healthier for the economy in the future than the kind which flows from a fiscal stimulus. Investment needs higher priority and consumption lower priority than they have both had since the war in the period of widening budget deficits.

Against this general presumption has to be weighed the clear need to make a start towards reducing the swelling and insupportable burden of personal income tax. Had the Government acted on *The Times*' proposals for much larger cuts in expendi-

ture last autumn, this dilemma would be less acute.

As things are, the long-run interest in softening the disincentive effects—at both ends of the income scale—of present marginal rates of tax is at war with the shorter-term interest in minimizing the budget deficit. The decisive question is probably how far a cut in income tax can be expected to have a favourable effect on pay bargaining after this August, whether or not some form of Phase Three pay restraint is promulgated.

This is relevant because, within the constraint of a given growth of money spending in the economy, the higher the price labour sets for its services the fewer people can be employed. The deprivations of income tax are increasingly cited as reasons for pressing pay claims, although in the long-run the natural target of collective bargaining is to maximize the profit from what is, after all, a form of monopoly supply.

Despite the inevitable temporary effect on prices the Chancellor's best course, in line with what Liberal leaders have been urging, will be to go for the largest possible cut in income tax, matched so far as possible by restoring the Value Added Tax to a round 10 per cent and by increasing specific revenue duties, especially petrol, and specific social charges. Before the summer parliamentary recess he should aim to announce further economies in government outlays in 1977-78 in the light of this summer's public expenditure survey.

## NORMAL BUSINESS AND ABNORMAL IDEOLOGY

Mr Vance's talk in Moscow will be the first test of whether normal business can be conducted with the Soviet Union in spite of mutual recriminations over human rights. The evidence so far is that it can be and must be. The Russians have of course made extremely loud and resentful noises about President Carter's stand on human rights.

Some of these noises are merely retaliatory but some express genuine worries. The Russians feel vulnerable. Their pride is touched and they worry about the stability of Eastern Europe and of some of their own nationalities. They find Mr Carter unsettling and they have not yet got him categorized—on human rights he sounds like a hawk, on arms control like a dove, and he has the unsettling habit of trailing his ideas in public before establishing them as policy. The latest statements out of Moscow suggest that they are genuinely ready for serious talks on arms control and the other subjects on the agenda so that unless Mr Carter throws too many wrong switches it does not look as if the human rights dispute will get too much in the way of negotiations which both sides need and want.

If the Russian leaders are still trying to get the measure of Mr Carter, it is trying to do the same with them. It is not easy. Are they genuinely interested in military balance, for instance, or only trying to negotiate

superiority? From one angle they can look like ruthless men going all-out for world domination while from another they look more like an uneasy coalition of aging, worried and very cautious managers, acutely aware that their own system has not even begun to rival the West in technology or living standards, that their empire is potentially unstable, that they themselves have no visible mandate, that their ideological authority is waning in Western Europe and elsewhere, and that their resources are badly overstretched.

Both pictures contain elements of reality. The Soviet drive for more weaponry and global influence derives from a changeable mixture of Russian tradition, Marxist ideology, military pressures, insecurity, fear, ambition and hopes of weakening the adversary. It is not essential to disentangle the mixture in order to see the implications for Western policy. The Russians will seek advantage wherever they can safely do so, exploit any weakness that opens up, take whatever points they can in negotiation, but they also have a genuine interest in reaching agreements which reduce risk and stress. They are particularly worried by the arms race because of their steady progress that will not be able to match the huge technological leaps of the West. Hence it should be possible to work

seriously with them towards agreements on arms control.

Altogether less hopeful is the prospect of agreeing on ways of limiting rivalry in the third world. Dr Kissinger thought he had an agreement but it was found wanting in Angola mainly because he no longer had the sticks and carrots to enforce it. The Russians show no interest in agreed restraint. They exclude wars of liberation from their proposals on the non-use of force, they reject any attempts to line them up with the richer nations in tackling the problems of the poor.

What needs to be remembered is that this is not, as is often depicted, merely a normal and acceptable ambition appropriate to the status of a great power. In the Soviet case it does not spring from any genuine economic or security need. The Soviet Union is practically self-sufficient in raw materials and although it needs to take part in world trade if it is to develop, the ocean trade routes are not to it the matter of life and death that they are to other industrialized countries. Soviet motives are therefore related almost entirely to politics, strategic ambition, and the hope of being able to threaten the lifelines of the West. These are not interests which the West needs feel obliged to accommodate. Mr Carter must therefore be looking not only for agreement but for the sticks and carrots which eluded Dr Kissinger.

## David Wood

## Perchance to dream of Liberal glory

Remarkably little comparison has been made between the dubious bargain Mr Steel and the Liberals have struck with Mr Callaghan to keep Labour in power, at least until autumn, and the deal offered to them early in March 1974 by Mr Heath, which Mr Thorpe was instructed by his parliamentary colleagues to refuse. How could political discussion and analysis survive without aneurysm?

On February 28, 1974, 14 Liberals were elected. It was Mr Thorpe's heyday as leader. Liberals held the balance of power, and Harold Wilson and his senior colleagues on March 1 firmly declared their intention "not to enter into any understanding with any other party". On March 2 Mr Heath offered Mr Thorpe a formal coalition, with a Cabinet seat for Mr Thorpe (probably the Home Office), plus in the ministry a Speaker's conference on electoral reform, including proportional representation.

All that the Liberals rejected. A looser working arrangement was discussed, broadly akin to that arrived at last week; and as we come to the 1977 Budget it is timely to reveal why Mr Heath terminated the discussion of a Con-Lib parliamentary pact.

"If," Mr Heath asked Mr Thorpe, "You are not in coalition with the government, how can you give the assurance that you will give the Liberals will deliver the votes for an imminent Budget that they have not seen and cannot see?" Mr Thorpe said he could give no assurance. Mr Heath showed him the door and resigned as Prime Minister.

For the baker's dozen of Liberal

MPs now in the House, Mr Heath's question is still relevant. Tomorrow the Chancellor of the Exchequer opens a Budget whose strategy and content Mr Steel must take on trust under his agreement with Mr Callaghan, approved by the Cabinet. At best, they may hope, through the consultative machinery still being devised, only to influence here and there the drafting of the Finance Bill if there are any proposals they cannot stomach. Beyond that, they merely have the comfort of knowing that economic and electoral logic oblige Mr Healey to bring in a big hearted and open handed Budget that will have at least a passing popularity in which Liberals, including by-election candidates, may delude themselves that they can share. Nevertheless, it will be precisely the Budget that Mr Callaghan and Mr Healey always meant to bring in, even if Mrs Thatcher had managed to foreclose on the 10 and 11 Downing Street last Wednesday night.

Profoundly sceptical as I have been about the efficacy, duration and rationale and even the political morality of the Lab-Lib contract for mutual parliamentary survival, a counter-argument will inevitably be the notion that Mr Callaghan feels free to choose his day for a general election—let it be recognized that since March 1, 1974, Liberal MPs have been perfectly consistent. Like Mr Thorpe before him, Mr Steel has steadily led his party towards an inter-party pact falling short of the national living wage of formal coalition. He did so before, as well as after, his election as leader last year.

In the Radio 4 programme *Analysis* on November 18, 1976, he foreshadowed events. He said: "I'm rather reluctant to go into detail on what we would call a shopping list, because in the present condition of the country I think what is required is some form of national agreement on what is required for the nation's good rather than what is required for the Labour Party, Liberal Party, or Tory Party. . . . I am demanding, if you like, a degree of policy self-sacrifice on the part of all parties, and I certainly don't intend that the Liberal Party should lean to one rather than the other."

Mr Steel did not stop there. He saw a Liberal contract with a weak or minority government, in return for a fraction of the Liberal pro-

gramme", as the hold-on power to make the Liberals once again a political force in Britain. He outlined, Mr Healey should note for tomorrow, radical tax changes as the precondition for economic recovery; income tax cuts as incentives for the highly paid executive as well as the shop floor worker; taxes loaded on to consumption rather than earnings; raising of tax thresholds; and introduction of tax credits in other words the original 1970 and the post-1975 Conservative taxation policy.

So much is short-term—indeed, so much is tomorrow. Nothing in last week's deal with the government ensures Mr Healey will do it in whole or part unless it suits his book as he nervously glances below the gangway to the Labour left and then looks beyond Westminster to TUC leaders, whose contract with the Government at some point confide in the new Liberal contract. There are 76 Tribune group MPs, by no means all worried about losing their seats, against only 13 Liberals, most facing extinction in any early general election. Where will Mr Healey's self-interest lie?

Mr Steel, the new Liberal contract, has a strategy that he did not confide to the House in Wednesday's "no confidence" debate. Yet, again, stop polishing the crystal ball and study the book. "The left of the Labour Party is the tail that was the dog. . . . What I would like to do is to establish some sort of realignment with the social democrats and I think that's a perfectly practical possibility in the present political climate. . . . If we could link up with the social democrats and form an effective political force in the present House of Commons, then I think you would find in time that we would attract people from both sides of the political spectrum."

Politicians who believe that prescription will believe anything. Mr Callaghan, who has won every party election he has stood for since 1951, the shrewdest interpreter of Labour Party opinion, of his time, is to allow 13 Liberals to study his life's work and allow Mr Steel to do what Hugh Gansell could not do by eliminating Clause Four and all it stands for? Mr Foot, no doubt a changed man, yet changed to the point where he deserts every principle and every old colleague? It is another Liberal dream, and soon there will be a rude awakening.

## Holding down food prices to the consumer

From Canon Peter Buckler

Sir, The Minister of Agriculture, Mr Silkin, has made it clear that in an endeavour to keep food prices to the consumer down prices paid to the producer must not be allowed to rise.

What he has not said is how he intends to control the prices paid to those responsible for bringing the food to the retail shops and the prices charged by the retail shops themselves. Presumably, like the farmers, these people, too, are faced with rising costs which they will need to recoup. These will be reflected in the price ultimately paid by the consumer.

A survey in early March of a consortium of cauliflower growers from Cornwall showed the following breakdown. The producer received 11p per cauliflower; the wholesaler in Birmingham 16p; the price in shops in the Birmingham area was 20p. The price paid to the producer's price at 11p if a shortage in supply raises the price paid by the consumer to 30p, a rise which may be necessary to cover the cost of running the shop.

One other fact that seems to have escaped the minister—no one can dictate to the farmers what they shall grow and if commodities don't pay they won't produce them. Recent experience with potatoes, beef, coffee and now tea are evidence of what a shortage can do to the poor consumer, pay as we have to rely on imports.

Yours faithfully,  
PETER BUCKLER,  
Food & Farm Facts Unit,  
National Agricultural Centre,  
Stoneleigh,  
Kenilworth,  
Warwickshire.  
March 25.

## Consumer groups in the Community

From Dr Hermann Fragner

Sir, please allow me to comment on the article "Consumers from Nine back Britain on food prices" from your edition dated March 16 by Dr Cross. I wish to take up one point that though one could easily argue the view given by the British Government in the article, which appears somewhat one-sided.

Mr Cross mentions that the consumer organizations represent 260 million consumers in the EEC, a statement that is quite regularly quoted by them. (This is the total production of the EEC.) No deduction from this figure was made for approximately 8.7 million people who work in agriculture, forestry and fishery, as well as their families. One must assume that farmers in Europe do not have the slightest interest in being represented by the consumer groups and one should also consider that those involved directly or indirectly with agriculture could also be included in this group.

There is the very large and important processing industry which deals with farm products and the machinery, fertilizer, feeding stuff and chemical industries which can only sell their products if the farmers are able to pay for them. There are no exact figures as to how many people are employed in these fields. However, to give some idea of their importance, the annual value in 1975 of agricultural production came to approximately £42,300m and industry was selling the equivalent of approximately £18,500m per year to this part of the economy.

In addition to this—and this seems to be the real problem—what exactly are the consumer groups representing? In a number of the countries within the EEC the so-called consumer groups are not democratic, organized and exist only on a national and sometimes on a regional level. Quite often they are financed by the respective governments.

In this situation there is practically no representative contact to individual consumers. Even in the countries where real democratic organizations exist, there are relatively few full members in comparison to the total population and they can seldom even be expressed as a percentage. What evidence is there then as to the real extent of consumer representation?

One is almost led to believe that these groups and their professional consumer functionaries are mainly speaking for themselves.

Yours faithfully,  
HERMANN FRAGNER,  
48 Oudergesweg,  
B-1980 Ixelles,  
Belgium.  
March 20.

## Tax relief on mortgage

From Mr A. R. Beard

Sir, I am writing in *The Times* today (March 15) to demand from members of the present Government that the Chancellor should restrict relief on mortgages in the budget, should be seen in the context of the present housing shortage and the recent warnings from "Shelter" as to what is happening in London and other conurbations.

Of course it is unfair that home owners get tax relief on their mortgages, whilst those in rented property get none. Surely the solution is not to penalize the owner occupier but to help the tenant by extending tax relief to personal domestic rent.

As someone deeply involved in the management of rented accommodation in London and elsewhere, I am convinced that this single change would drastically improve the supply of homes for renting and obviate the need for the Rent Act to apply to all but the bottom end of the market, where tax concessions are not relevant.

Yours faithfully,  
ROBERT BEARD,  
Scobbscombe,  
Kingsbridge,  
Devon.  
March 15.

## LETTERS TO THE EDITOR

### The natural government of Britain

From Professor Ivor Gowan

Sir, May I welcome your thoughtful article on the current political situation in today's paper (March 25). I think that you are right in two of your arguments. It is true, first, that few people want a general election at this moment; secondly, a lot of us, including many Conservatives, would extend a cool welcome to a re-administration formed by Mrs Thatcher and the present Conservative leadership.

But I think you are wrong in your view that the Labour Party should be regarded as the natural party of government. The Labour Party's record since Sir Harold Wilson became its leader is disastrous for the very reasons that you set out so recently in your leading article. If Mr Callaghan is now applauded at home and abroad, it is because he has refused to be unduly respectful to the organs of the Labour Party.

In my view the natural government of this country is a government of the centre, or, in other words, a grouping which avoids the errors of both left-wing socialism and right-wing conservatism. The fact that Mr Edward Heath offered this coalition of the centre in the last election campaign has been deliberately underplayed by his successors in the party leadership, and this is one of the main reasons why the Conservative Party has suffered in a general election.

It appears that the compact made by Mr Callaghan and Mr Steel is greeted with some general relief since it visibly diminishes the influence of left-wing politicians and affords a measure of stability in our affairs. How much truster there would be the support for a genuine combination of the centre embracing social democrats, liberals and moderate conservatives. Although the chances of achieving such a coalition are small, it is a great present. I think that a coalition of this kind would be the natural government of Britain in the future.

Yours truly,  
IVOR GOWAN,  
University College of Wales,  
Aberystwyth.

From Mr Robert McCrindle, MP for Drentwood and Ongar (Conservative)

Sir, As the Tories face up to the failure of the no confidence motion, perhaps the time has come to assess the problems which will have to be solved before we can ensure victory

### The 'Panorama' school

From Miss Angela Pope

Sir, My personal and professional integrity and competence have been called in question in the gravest way in your columns last week (letter, Mr and Mrs J. C. Morris, March 24; article Ariol Stevens, March 25). This is as serious to me as to any professional person accused of deliberate malpractice.

Firstly, I am accused of political bias and of an animus against comprehensive schools. In fact, I am a confirmed believer in the comprehensive principle. Secondly, I am accused of selecting an unrepresentative and difficult school and presenting it as though it were the norm. In fact I was encouraged to film at Faraday by the Labour controlled London Borough of Ealing. My general purpose was to show how ordinary children are educated (which incidentally explains why I did not teach these children why I was there).

Thirdly, I am accused of misrepresenting the school. In fact, the film dwelt disproportionately on lower ability children, on probationary teachers and on scenes of unusual, even contrived disorder. In fact, the coverage of the film was planned in close consultation with the Headmaster and the entire staff was kept fully informed. It was agreed that the daily life of two average ability classes and one remedial class should be shown. In the event, the filming of the remedial class stopped when half of its members were suspended for unruly behaviour. The Headmaster then asked me not to use the material we had filmed because he feared that it would create a bad impression. In the case of the two average ability classes, the agreed method was to follow them from teacher to teacher, as far as possible, on the grounds that this would give a representative cross-section of these children's school lives. Some of the teachers refused to allow filming in their classes, but in spite of this we were able to show the full range of teaching from probationers to experienced Heads of Departments, and the Headmaster himself.

We also showed at length the impressive pastoral care and counselling given by the more experienced teachers. There were sixteen scenes showing teachers at work—fourteen showed experienced teachers, two showed probationers. Far from exaggerating the amount of disorder and its effects, the transmitted film omitted a number of scenes of this type. Material was dropped either at the request of parents, or of children who feared that they might get into trouble at home, or at the request of the Headmaster. Every single request to omit material was met. The suggestion that the film cameras affected the behaviour of the children is without substance, as I know from the three weeks I spent observing the school before being joined by the film crew. As no suggestion that any sequence was contrived for the cameras, this is wholly false and would, if it had been true, have been the grossest imaginable breach of elementary reporting ethics.

whenever the election comes. It took no more than a few days of election fever to bring the trade unions out of their corners and make the public flesh creep by threats of non-cooperation with a Tory government. Perhaps the time is ripe for the Tories to stress their reasonableness and moderation on trade union matters, their determination to consult but not to be dictated to by the unions and to underline their appeal to the millions of trade unionists over the heads of their leaders if need be.

Perhaps the time has come also to stiffen the backbone of the public and to remind them that to even contemplate voting Labour or Liberal for fear of the consequences of doing otherwise is to contribute to the downfall of democracy and to allow to play the trade union game.

It is also essential that the Conservatives spell out their position on incomes policy and take a firm line as the stage three negotiations proceed. The middle ground is still important to the Tories and the fiction of a far right party devoted to a free-for-all is damaging. In so far as the Tory party has moved to the right, it has done so in response to the revulsion of the electorate to the far left policies of the present government. But the party will be depicted as red in tooth and claw by its opponents and an effort must be made to counteract this by underlining the essential moderation of our approach.

In social policy, too, efforts must be made to emphasize our dedication to the improvement and enlargement of the social services just as much as we criticize the abuse of existing social services. In education, too, the public assumptions that Labour and the comprehensive schools are synonymous and that we are principally concerned with a narrow section of education must be exploded.

As one who passionately wants to see the return of a Tory government, I am disappointed as saying Time has been bought for us by the Lib/Lab alliance and the ground on which we should fight is obvious. I hope the next few months will make unmistakably clear to the public just where we stand and that, in the event, the defeat of the no confidence motion will be no more than a hiccup on the way to a Tory government.

Yours faithfully,  
ROBERT MCCRINDLE,  
House of Commons.

Beyond all this, the film in its intended final form was shown on January 20 (two months before the public transmission) to the Chairmen of the Ealing Education Committee, the Chairman of the Education Officer and the Headmaster of the school. When the Headmaster was asked if any members of the staff should attend this viewing, he declined. At the conclusion of the showing they requested that any existing scene be shortened and none added. This was done. At that time and thereafter, no criticisms were made of the film as a fair and accurate representation of life at Faraday. Indeed, the Headmaster commented on the agreed to be quoted in a published press release as saying that "It's a true film—it deals with reality, which is conspicuously lacking in everything that is written or said about education. We are never going to get a proper debate until we start with reality—these are the children we have to teach and these are the teachers who teach them. The film shows this for the first time so it can only do good."

I do not see what further precautions a professional producer should or could have taken. I am not sure we have to teach and these are the children we have to teach. The film shows this for the first time so it can only do good."

I do not see what further precautions a professional producer should or could have taken. I am not sure we have to teach and these are the children we have to teach. The film shows this for the first time so it can only do good."

ANGELA POPE,  
c/o Deborah Rogers Ltd,  
29 George Street, W1.

From Dr Alec Dickson

Sir, The situation depicted by the BBC's *Panorama* programme on Faraday School (*The Times*, March 23), in the London Borough where I live, does not stem from the fact that this is a comprehensive. In the past few months I have observed similar scenes in early leaving classes not only in inner built comprehensive in inner London but in centuries-old independent schools in the rural Midlands.

Adolescents who feel that further study is irrelevant to their future are today no longer content with a collective unit—irrespective of the teacher's experience, the quality of the books used, or the nature of the subject. They have first to be liberated from the tyranny of their peer group and then confronted personally with tasks which require them to be active givers rather than passive receivers.

Andrew Bell first became aware of this in Madras in the 1790s and in the same decade Joseph Lancaster, at the age of 19, started a school in Southwark based on the principle that older pupils could help those younger. This truth is beginning to be rediscovered today in America where pupils, however academically untalented, are being used to coach younger children in programmes for the educationally disadvantaged. Whether it goes by the name of tutoring, cascade-teaching or the cross-age relationship, this process is proving successful in schools from coast to coast.

Where a similar approach has been introduced in Britain, in schools that could be named—in Edinburgh and Epsom, in Camden and Tadworth—those who have hitherto been apathetic, inadequate or alienated to authority as a group have become caring and productive when called upon individually to help those younger than themselves. Expected by staff to act as models, looked up to by younger children, they respond with commitment. And in teaching they themselves learn.

Yours faithfully,  
ALEC DICKSON,  
19 Blenheim Road, W4,  
March 23.

## Complaints by prisoners

From the Chairman of Prison and Borstal Governors

Sir, Peter Goffman complains in his article (March 18) that there has been little official response to the recent spate of allegations about mistreatment of prisoners. That is because the allegations are still being investigated. No official version of events can be given until the truth has been established. However, the following facts, which are not secret, may help to remove false impressions which are likely to have been created by the article in the minds of your readers.

(1) Prisoners have channels of complaint about prison treatment, including disciplinary proceedings which they may wish to contest, via petition to the Secretary of State and via the Prison Board of Visitors. If they are not satisfied with the results they can also write to their MP, who can take up their complaints on their behalf.

(2) Prisoners are allowed to call witnesses when charges of offences against prison discipline are heard against them, if they have denied the charges.

(3) Members of prison Boards of Visitors, who are appointed by the Home Office, do their work in a voluntary and unpaid capacity. They have no vested interest in the system and are genuinely independent.

(4) Rule 43, which allows a prisoner to be removed from association with other prisoners, is invoked by Governors for the maintenance of good order and discipline, comparatively rarely. It cannot be invoked for periods longer than 24 hours without the authority of a member of the Board of Visitors or the Secretary of State. More often, rule 43 is invoked by prisoners at their own request for their own protection, because they have attracted the hostility of other prisoners. The fact that prisoners are segregated at their own request does not always prevent them from complaining, illogically, that they are being held in solitary confinement.

(5) Drugs, which are administered only under medical supervision, are in any case not administered compulsorily. Prisoners are quite free to refuse medication if they wish. They are also allowed to write to their family about their state of health and medical treatment.

(6) Prisoners cannot be punished for making allegations against prison staff, even when the allegations are not proved to be true on investigation, unless there is a separate, quite positive finding that the allegations are both false and malicious.

In view of all this, can your readers really believe that it is necessary for prisoners to make their complaints on sauged laundry paper in order to have their hearing outside GP's about their state of health? Faster and more sensational public hearing, and one which is quite unfair to prison staff who have no right of public reply.

B. D. WIGGINTON, Chairman,  
Prison and Borstal Governors,  
HM Prison, Brixton, SW2.

## Portugal and Europe

From Mr Neville March Hunnings

Sir, Since his retirement from the Commission Mr Michael Shanks has become one of the most cogent, searching and readable commentators on European Community topics. He does, however, in his article on the further expansion of the Communities (March 17) express a common misconception when he says that: "This triple application . . . will shift the centre of gravity of the EEC significantly to the north, making it more Mediterranean, more Latin and less Atlantic in its orientation" (my italics).

In fact it is too often forgotten that Portugal, although speaking a Latin language, is not in any sense a Mediterranean country, nor does it share those characteristics with the other Latin countries. To the contrary, it is the one European state which is wholly and fundamentally Atlantic in both psychology and geographic orientation, more so than Britain, Ireland or even Norway. And like Britain its main special relationship is transatlantic to its ancient colony, Brazil. In that respect, therefore, one would expect it to contribute a rather more subtle essence to Community development than is generally appreciated.

...This is reinforced by another consideration. We have here, during the past couple of years in which we have been digesting Portuguese cases and legislative proposals, forcibly and unexpectedly struck by the strong similarity in the Portuguese legal thought processes to those of English lawyers. This may have some connection with the long history of close cooperation between the two countries, but whatever the reason, I learnt this very morning from an American colleague that he had encountered the same phenomenon in Brazil.

Admittedly, the southern applicants to the Community may, as a result less in a weakening of its north-south equilibrium than in a strengthening of its maritime element. And that raises all sorts of interesting implications.

NEVILLE MARCH HUNNINGS,  
Editor, *European Law Digest*,  
43 Fleet Street, EC4.

## Selling British abroad

From Mr Peter Coldrick

Sir, A Danish friend asked me yesterday a question which I and many other Britons living in Europe find difficult to answer, namely why aren't British firms making a determined effort to sell more over here? Are no conclusions being drawn from the hordes of Europeans who flock to Britain because virtually everything is much, much cheaper than in Continental shops?

The present recession cannot be the answer because the fact that total demand is only rising slowly should not prevent British firms from seeking a bigger share of existing markets. But perhaps this is the key to the situation: are British firms now so internationalized that they do not want to compete with their overseas subsidiaries?

PETER COLDRICK,  
250 Chaussee St Pierre,  
1040 Brussels.







مكتبة من الصحف

Oldham  
North CentralCopies for the London and North Central  
Editions of The Times are printed at  
Oldham OL1 2PS-Phone 070 88 44475THE TIMES  
BUSINESS NEWSSecond in a  
series of case  
studies on  
dismissal, p 16Compulsory steel price to  
strengthen European  
industry likely in mid-April

By Peter Hill

Proposals aimed at strengthening Europe's steel industry are expected to be implemented by the middle of next month, after the European summit approved at the weekend a plan submitted by Viscount Davignon, the Commissioner for Industry.

Officials in Brussels have already started discussions with steelmakers and other interested parties on the Davignon blueprint and preliminary details of the plan will be outlined next week.

It is hoped that a special meeting of the European Coal and Steel Community's consultative committee will endorse the detailed proposals soon and introduce a new regime of support for the steel industry.

A communiqué issued after the meeting of the nine heads of government in Rome stated: "The European Council (the formal title of the summit) expresses the wish that the Council of Ministers gives its urgent attention to the Commission's proposals and initiatives on these issues."

Commission officials and representatives of the European steel industry had talks in Brussels at the end of last week on the plan, which will involve establishing mandatory minimum prices for reinforcing bars, voluntary prices on a number of other products and new financial aid for steel companies, linked to rationalization. But some doubts were expressed in the talks about the difficulties, although it is

acknowledged that the Davignon plan goes a considerable way towards meeting the demands of an industry hit by a severe recession.

Viscount Davignon, strongly backed by Mr Roy Jenkins, the EEC President, is seen to have won the political support of the European heads of state for his plan. But privately officials within the EEC's competition directorate see some problems arising from implementing the scheme. Among steelmakers there is some concern that the Commissioner is not being tough enough against imports of steel from countries outside the Community.

French steelmakers, particularly, have been pressing for tougher action against imports, and companies in the Italian state steel sector see the Davignon plan doing little to ease their financial plight.

Under the plan the Commission will set minimum prices for reinforcing bars (widely traded as a commodity product) where prices are very low. Indicative prices are to be set for other steel products, and the Commission plans to tighten its surveillance of imports through a licensing system.

The Davignon plan will be superimposed on a scheme drawn up by Mr Henri Simonet, his predecessor, and introduced last year. It is based largely on voluntary agreements by steelmakers to limit their sales of selected steel products within the Community.

But the new industry commissioner is also planning to

achieve some degree of restructuring within the European industry which will involve new guidelines and control of expansion plans in order to ensure a modern and efficient productive capacity.

Last week Viscount Davignon stressed that he saw a need for the Community to make greater use of funds from the European Investment Bank, social and regional funds and the ECSC budget to finance the creation of new jobs and retraining of steelworkers made redundant through rationalization.

The Commission plans to raise £370m-£470m in loans for this purpose, this year and about one third of the amount would be advanced at subsidised interest rates.

Duty plans. The executive commission of the EEC is seeking a three-month extension of the temporary 20 per cent anti-dumping duty on Japanese ball bearings, a duty tapered roller bearings, a spokesman said on Friday (AP-Dow Jones reports).

The Community first imposed the duty in February for a period, ending March 31. The spokesman said the Commission planned to ask for a three-month extension.

February's action was prompted by an investigation that led to the conclusion that Japanese manufacturers were selling their products at prices as low as 30 per cent below market prices. Japan protested at the measure, describing it as a hasty decision taken without exhausting all the possibilities of making arrangements with the Japanese industry.

Port Talbot  
steelworks  
gets reprieve

There has been a last minute reprieve for the Port Talbot steelworks which was threatened with closure after electricians voted on Friday to continue their strike.

The British Steel Corporation announced their decision to close the huge works where 13,000 men are employed and all production was due to cease at 8 am on Tuesday, leaving only safety men on duty.

Yesterday, full time officers of the electricians' union intervened to try to avert the closure of the works where an £850m development project recently had government sanction.

They have called a mass meeting of the 400 strikers for Tuesday afternoon and approached the management to halt the closure procedure.

No steel has been made and no steel rolled since Friday, although one blast furnace and the finishing departments are still operating.

The British Steel Corporation management has now announced that it has agreed to defer the closure until the outcome of the Tuesday meeting is known.

The men are seeking what amounts to a £10-a-week increase to restore differentials.

Director quits in new  
BSC reorganization

By Our Industrial Staff

One of the British Steel Corporation's longest serving executives has resigned and the activities of BSC(UK) have been transferred to the finance section in further reorganization with the corporation.

Mr Henry Munkin, executive director of BSC(UK) since 1973, who joined the organization committee for the nationalization of the steel industry in 1967 as assistant to the late Lord Melchett, the BSC's first chairman, has resigned and will leave the BSC at the end of this month.

A former merchant banker with Hill, Samuel and later a chartered accountant with Peat, Marwick, Mitchell, Mr Munkin is expected to leave his £15,000-a-year job with state steel to take up another position in the City.

BSC(UK) is a wholly owned subsidiary of the BSC and has a turnover of £12. It is responsible for owning and managing the corporation's £40m interests in 30 profitable companies, owned jointly with private companies, the corporation's acquisition, mergers and disposals of businesses, and

establishing joint enterprises in Britain.

From April 1 the activities of the subsidiary are to be integrated into the finance department which, as a result of an executive shake-up last year, is under the direction of Mr Frank Holloway, who was formerly in charge of production and supply.

Elevation of Mr Holloway to the finance post resulted in the departure of Mr Leonard Kingshott, formerly managing director—finance.

There had been considerable speculation that Mr Holloway would join the fulltime board at the end of the financial year but under outline plans for policy-making board revealed last week by Sir Charles Villiers, the corporation's chairman, it would appear that the bulk of the BSC's new style board will be made up of non-executive directors—including civil servants and trade unionists.

Sir Charles said in the magazine *Accountancy*, that hard work was seen as a fool's game. Investment was not encouraged when the prospective return on that investment hardly covered the inflated cost of borrowing money.

Churches group alleges complicity in repression by security forces  
ICI policy in South Africa attacked

An inter-denominational church group has launched a campaign aimed at stopping what it alleges is ICI's complicity in repression by South African security forces.

The group, Christian Concern for Southern Africa, has sent a report to Sir Rowland Wright, chairman of ICI, suggesting that his group is involved because of the supply of military material to the republic.

The report, which has been distributed widely among the churches, many of whom are big shareholders in the company, also calls for pressure on ICI to bring about what it calls a "fundamental shift in policy away from rapid commercial expansion in South Africa towards a greater emphasis on its existing responsibilities to the black community."

ICI, it says, should consider a halt to all further financial support for its subsidiaries and associates which is not directed to this end.

CCSA also wants to see progress on the recognition of black trade unions and on wage levels, and calls for disclosure of information on industrial relations policies and what it describes as "the current relationship with the South African government in the munitions and nuclear fields."

In particular, it wants details of past and current contractual relationships for research, advice and management services in either the munitions or nuclear fields.

It asks for details of all board members and senior managerial and technical staff at ICI subsidiaries and associates who hold appointments on the boards of any South African government corporation or its subsidiaries concerned with weapons and munitions contracting or nuclear energy research.

The report examines the activities of ICI's wholly owned subsidiary ICI (South Africa), and the associate companies African Explosives and Chemical Industries (AECI) and South African Nylon Spinners (SALNS).

The group admits that it has little firm up-to-date information on the munitions or nuclear fields, but comments in respect of AECI: "Given the company's accumulated expertise in both the munitions and uranium refining fields it seems highly likely that it still retains a significant involvement."

The CCSA report says that ICI's main role in the foundation of the South African munitions industry and what it refers to as "its repeated continued involvement" through AECI "in the

production of tear gas for the South African security forces" raises serious ethical and commercial questions.

Similarly, the company's past involvement in the South African uranium industry and the increasing strategic importance that the industry is assuming, make it imperative that shareholders should seek assurances that the ICI group's undoubted expertise in these areas is not being placed at the disposal of the South African government."

A statement from ICI said: "We understand the concern of CCSA about the situation in South Africa and we appreciate that they have the welfare of the people of South Africa at heart, as we ourselves have, but we believe that the South African people of every race have everything to gain through steady economic growth and as recently as October last year the Secretary of State for Foreign and Commonwealth Affairs said in the House of Commons that it was the Government's view that normal civil trade and investment should carry on in South Africa. We believe this is right."

The company would be looking into the report's views of conditions of employment of Africans working for ICI and would be replying to this and other points raised after the report had been studied.

US leaders  
looking  
for Healey  
boldness

Influential leaders of the United States Government will be watching the British Budget with keen interest. They will be looking for indications that Mr Callaghan and Mr Healey have the courage to advocate actions that may not please the left-wing of the Labour Party, but which are considered essential in Washington if Britain is to move towards sustained economic recovery.

These American leaders do not believe they will be disappointed. There is now a greater sense of optimism here in Britain's economic prospects than has been evident for quite some years. There is a deep respect, in particular, for Mr Callaghan's skills.

Officials here believe the key to Britain's economic success lies above all, in drastic changes in the tax system. Cuts in taxes that provide substantial incentives to investment are seen as vital. There is the conviction here that the leaders of the British Government accept this view.

American taxation is much lower than the British level. Yet the Carter Administration considers it to be too harsh and aims to introduce significant cuts in a tax reform likely to be announced in the autumn.

Top Treasury and Federal Reserve Board officials believe that sustained United States economic prosperity can be achieved only if tax changes are made that foster greater investment.

Few Americans earning \$5,000 or less a year pay any taxes, while it is only in the most exceptional cases that rich people pay the maximum tax rate on combined earned and unearned income of about 70 per cent.

So many tax deductions are available that, for example, a new Treasury study shows that the average effective tax rate in 1975 on the returns of 11,861 people with gross incomes of more than \$200,000 a year was just 34.8 per cent.

American officials are acutely aware of the precarious situation that the British Government faces in the House of Commons. They will be looking more at the tone of the Chancellor's Budget, than scrutinizing the specific figures. They will be seeking clear indications that Mr Healey intends to set a course that leads to increasing tax changes that spur business investment.

Mr Healey's actions since last summer have been viewed by some top officials as signifying a welcome and necessary change in British economic policy. It will hardly please the Chancellor to learn that a most senior United States official described him the other day as "a man who can produce a British economic renaissance."

Frank Vogl

Engineering study calls for  
closer links with education

Closer links between industrial companies and schools are today urged in a report produced by the Engineering Employers' Federation.

The report, *Graduates in Engineering*, wants education reformed to meet the needs of industry, and pay incentives to encourage more qualified students to enter industry.

Introducing a series of a working party, Mr Asker White, the EEF president, says that unless industry attracts people with the skills needed to boost Britain's prosperity, "our products will become increasingly out of date, demand will fall and unemployment will increase."

The report recommends companies throughout Britain to establish links with schools. Every engineering group should have regular contact with at least one school.

There should be close co-operation with local education authorities and working parties of educationists, employers and trade unionists to improve contacts between schools and industry. Similar links should be established with colleges and universities.

The engineering industry should provide careers staff and teachers with more information on opportunities and the federation should invite universities and polytechnics to set up a joint working party to examine the kind of engineering education needed now and for the future.

Firms should give greater attention to future manpower requirements, pay special attention to postgraduate training and career planning and be encouraged to sponsor engineering students.

## NEB urged to halt tanning project

By Our Industrial Staff

Lord Ryder, chairman of the National Enterprise Board, has been urged to halt a £3m deal with one of the leading leather tanning groups, pending a detailed investigation of the industry by the NEB and the Department of Industry.

Mr Michael Grylls, Conservative MP for North-west Surrey, said yesterday that if the deal went through between the NEB and the Barrow Hepburn group, there could be considerable redundancies among workers employed by other tanning companies throughout the country.

Under the terms of the deal, disclosed earlier this month, Barrow Hepburn is selling about half its tanning interests for £500,000 to the NEB with the balance of the £3m being loaned £2.5m in the form of loan capital.

In a letter to Lord Ryder,

Mr Grylls, who is vice-chairman of the Opposition's industry committee, said that many other British tanning companies were deeply concerned over the board's plan to take a shareholding in a single company—whose tanning subsidiary many people considered to be one of the most efficient and the least profitable in the industry.

He said: "There is a widespread view that this intervention in Barrow Hepburn will force other tanners to cut back their own production of leather, and this will certainly mean more unemployment at tanneries in towns including Garston, Liverpool, Nottingham, Leeds, Bristol, Yeovil and Northampton—to name but a few."

Mr Grylls, who plans to question the deal's Secretary of State for Industry, today said what he termed as "this serious error of judgment by the NEB,"

has expressed serious worries about the NEB plan to form a joint company with Barrow Hepburn—British Tanning Products.

He said yesterday that it would be impossible for the new company to operate efficiently because control of raw material buy and the sale of leather would be left to Barrow Hepburn and would not be under the control of BTP.

"There are so many questions hanging over this highly selective intervention by the NEB, which would have a very serious effect on employment throughout the tanning industry, that I think a review should be carried out immediately."

Both Parliament and the public should be fully informed before any approval is given for this injection of taxpayers' money into the Barrow Hepburn group.

VW defies cartel  
office to raise  
German prices

From Peter Norman

Bonn, March 27

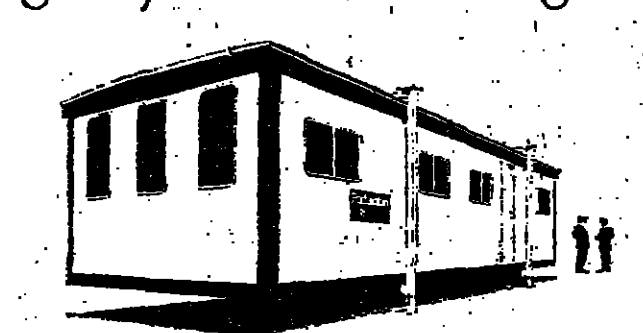
Volkswagenwerk AG today ignored a warning from the Cartel Office by deciding to raise the West German prices of Volkswagen and Audi cars by an average of 3.9 per cent tomorrow.

Earlier this month the Cartel Office took the unprecedented step of writing to Volkswagen, Opel and Ford—the three largest German car manufacturers—telling them not to pass on higher costs in the form of higher prices on the German market.

Although Germany's car makers are facing an increase of about 8.5 per cent in personnel costs this year, domestic sales are booming and the companies interim reports reveal that 1976 was a very profitable year.

On other pages  
Appointments vacant 18, 22  
Brokers views 18  
Business appointments 16  
Diary in Europe 17  
Euromarkets 19  
Financial Editor 17  
Financial news 18, 19  
Futures 19  
Management 16  
Mining 19  
Weekly share prices 20  
Bank Base Rates Table 19  
Prospectus:  
Sparckassen/Chase  
Manhattan 16  
Company Notices:  
Commonwealth Bank of Australia 19

Lending rate 10½ pc  
The Bank of England's minimum lending rate was maintained at 10½ per cent with the Bank continuing to use its discretionary power of setting the rate at the level of its own choice. The following are the results of Friday's Treasury Bill tender:  
Approved by open 6,000m  
Bids 12,000m  
Part bid 1,000m  
Not bid 1,000m  
New 1,000m  
Total 12,000m

Portakabin  
gives you instant room to grow

Growing fast? Need extra room quickly? Portakabin instant accommodation is the answer. Portakabin one-piece 'add-on' permanent quality buildings arrive absolutely complete. Ready for immediate use as an extra office, medical centre, club house—anything, in industry, government, commerce or recreation. Just plug-in the main services and you're in business. Positioned in minutes by one man, using the patented Lodastut leg system. Eleven versatile sizes, 85 to 750 sq ft and Portakabin units link and stack two high. So you can grow as you go.

Buy outright or hire. Get the full facts now. Call John Benedict at 0904 28960 (Telex 57849) or clip the coupon and post today.

Your Enquiry Coupon  
Please send me more information about the Portakabin range, and its economical and functional solutions to accommodation problems.

Portakabin and Lodastut are registered trade marks.  
Bilt. pat. 832639. Other pat. pending. © Portakabin Ltd.  
Portakabin Ltd Room T52Huntington York YO3 9PT

Moves to ease  
Heathrow  
jams expected

By Our Industrial Staff

Government measures are expected soon for relieving congestion at Heathrow and transferring some airline traffic to Gatwick where a £70m modernisation programme is due for completion next year.

Discussions have been going on for some time with interested airlines and although the Department of Trade says that no final decisions have been taken, it is widely thought that one of the measures the Government is likely to implement is the banning of whole-plane charter traffic from Heathrow.

The fifth round of talks on the Bermuda Agreement begins today and among the topics for discussion will be the transfer of some transatlantic traffic from Heathrow to Gatwick. Gatwick, now handling some six million passengers a year, will have a capacity for 16 million in 1978.

## British Shipbuilders board lacks recruits

By Our Industrial Correspondent

Whitehall has run into difficulties in the recruitment of people to serve on the board of British Shipbuilders, the new state shipbuilding corporation.

Mr Varley, Secretary of State for Industry, had originally hoped to announce the formation of the new corporation later this week. Although this may still be possible, it seems more likely that the statement will have to be deferred until next week.

The delay in recruitment of board members has become a source of concern to the present members of the organizing committee and its staff.

The nationalization Bill has received the Royal Assent and the Government has announced that Vesting Day will be July 1 this year. But a statement on the formation of the corporation, requires a quorum of seven board members plus the chairman. The Act provides for a maximum board of 21 including the chairman.

Difficulties encountered by the organizing committee and Department of Industry officials in filling the vacant places arise from the personal difficulties faced by some of those selected as first-choice board members.

Admiral Sir Anthony Gurney, former controller of the Navy and Mr Ken Griffin, a former trade unionist will be appointed chairman and deputy chairman respectively, with Mr Michael Casey, the former Industry Department under secretary taking on the job of chief executive and deputy chairman.

Mr Ross Belch, managing director of the Scott Lithgow group and a part time member of the organizing committee, and Mr Les Gregory, of the electricians' union, who has also served as a part time member of the committee, are both expected to be confirmed as members of the British Shipbuilders board.

Mr Tom Melver, chief executive of the Swan Hunter group has been strongly tipped to

become a part-time member, but there is doubt whether Mr John Chalmers, of the Boiler-makers Society and a part time member of the organizing committee, will join the board on foundation.

More than a score of possible candidates have been canvassed, but the difficulties in finding a quorum are likely to occupy a considerable amount of time over the next few days.

Eventually the aim of British Shipbuilders will be to have part-time directors composed of two merchant shipbuilders, one naval shipbuilder and an engine builder together with three or four representatives from the Confederation of Shipbuilding and Engineering Unions.

Also, there will be executives, responsible for finance, industrial relations, corporate planning and marketing and operations. But the composition of the top management has been undermined by the resignation of Mr Graham Day, the chief executive designate and three others in the past four months.

Tax rise fears  
hit S Africa  
gold shares

South Africa's Budget will be announced next week amid fears that the rate of withholding tax on company dividends will be sharply increased.

The strength of the rumours has been such that South African gold shares have fallen back, despite a rise in the gold price. On Friday, bullion rose \$1 to \$153. Yet all but five of the South African gold shares lost ground.

The present withholding tax rate is 15 per cent, but there has been speculation in London and New York that the rate will rise to 25 per cent, or even 40 per cent.

The direct effect on United Kingdom corporate and private investors from any rise should be negligible at first because of the taxation treaty between the two countries. However, any increase could lead to a weakening of South African share price. Mining, page 19



## MANAGEMENT

Edited by Rodney Cowton

The second in a series of case studies describing the circumstances leading to a dismissal

# When private lives intrude

## The case

Mrs Carol Barclay, attractive, vivacious, married and in her early thirties, was employed as a check-out assistant at the Midland branch of the supermarket chain, Food-Markets. She joined the company in May, 1974.

In January, 1976 Melvyn Dewar was transferred to Leicester from the Coventry branch and was promoted to the position of deputy manager. He had been employed by Food-Markets for five years. He was aged 28 and was single.

After a couple of months rumours began to circulate about Dewar and Carol Barclay spending a lot of time in each other's company. One female employee said that she had seen them together one evening at a public house on the outskirts of town. Charlie from the stock room could have sworn

## Dismissal and the law

by Geoff Smith

The characters and the company described are fictitious and do not represent any person or organization in real life.

that he had seen them on a Sunday afternoon walking hand in hand in the local park. After a further month or so these and similar comments came to the attention of Leslie Allen, the branch manager. He decided to discuss the matter first with Dewar and then with Mrs Barclay.

In the staff handbook which had been issued to all new employees since the grocery store days of the 1930s, there were a number of rules governing conduct. One of them was that "any employee, married or

single, who forms an association with another employee who is married, which might prejudice that person's or his or her own marriage status, is liable to dismissal".

Dewar was seen by the local branch manager. He was asked: "Is there any truth in the comments about your association with Mrs Barclay?" Dewar replied: "Yes, we do have a relationship." Then he was asked: "Are you aware of the staff rule concerning such matters?" Dewar replied: "Yes, I know of the rule but to

my knowledge it is no longer used. I cannot recall it being invoked since I joined the company. After all, it has been in the staff handbook since 1935 and surely it is inappropriate in these more permissive days." Leslie Allen said: "I do not agree with you. The rule is still applicable. It is particularly important to avoid intimate relationships or wives coming on to the premises, causing trouble and prejudicing customer relations."

Dewar was asked to terminate the relationship. He refused and was dismissed with one month's pay in lieu of notice. Mrs Barclay, when seen, also refused to end the relationship and instead offered her resignation which was accepted.

Dewar complained of unfair dismissal. A conciliation officer attempted an out-of-court settlement without success.

Would the tribunal have found fair or unfair dismissal in this case?

## Assessment

Probably the tribunal would have found that Dewar had been fairly dismissed. When the ground for dismissal is conduct the tribunals do not necessarily insist that the behaviour complained of must have occurred while the employee was performing his contract. However, Schedule 1 to the Trade Union and Labour Relations Act, 1974, appears to require that there must be some relationship between the conduct and the contract.

In *Spiller v F. J. Wallis* 1975, the Chelmsford tribunal found that Mrs Spiller had been fairly dismissed after refusing to terminate an association with a male colleague. The company had a rule that any married employee who became involved in an association which could

prejudice his or her marriage status, or any single employee forming such an association with such a married employee would "leave the company no alternative but to consider dismissing with the services of either or both parties".

The tribunal relied on the existence of the company rule; the fact that previous associations involving employees had given rise to difficulties for the company, such as "an angry scene when an irate husband had appeared in the shop"; Mrs Spiller's refusal to discontinue the association and the fact that "some employees talked about the association when they should have been working".

On the other hand, in *Cassidy v H. C. Goodman* 1975, Cassidy's dismissal for refusing to comply with his employer's request "to put his life in order" was found unfair by the Reading tribunal. Cassidy

had associations with some female employees and he would brook no interference in his private life.

The tribunal stated: "For an employee to be justifiably dismissed on the grounds of his private conduct it has to be of exceptional gravity or be capable of damaging the employer's business." Cassidy's behaviour was found to be neither intolerable nor detrimental to the company's business.

An important difference between the two cases was the existence of a rule governing such conduct in *Spiller v F. J. Wallis* 1975 but not in the case of *Cassidy v H. C. Goodman* 1975. It should be kept in mind that staff rules form a part of the contract of employment. However, employers cannot always rely on the existence of conduct rules to guarantee dismissal. Tribunals assess the

reasonableness of rules and whether they have been reasonably applied in the circumstances.

In case of off-duty conduct the main point is how the incident concerned affects or is connected with employment. The factors that tribunals usually take into account are the sacked person's job status; the employer's view of the conduct; the effect of the misbehaviour on the reputation or integrity of the employer; whether it was clear beforehand that such an event could lead to dismissal; what the employer knew about the lapse at the time of the dismissal; and how the decision to dismiss was handled and the way in which it was carried out.

The author is a member of the staff at Ashridge Management College.

© Times Newspapers Ltd 1977.

## The sweetness of diversification

Booker McConnell's preliminary results issued last week show that its diversification from a Caribbean sugar producer into food wholesaling, engineering and a host of apparently unlikely trades from pharmaceuticals to health foods, has finally paid off.

The results for the 12 months ending in December, are the first to cover the period since the group relinquished its operations in Guyana and hence shed most of its original connections with the sugar trade.

The disposal of interests on which the group was founded and which accounted for up to 40 per cent of annual profits during the past five years has made a surprisingly small dent in the year's turnover and profit levels. Profit after tax attributable to ordinary shareholders for the year was £6.64m, compared with £6.07m for 1975. External turnover stood at £356.1m, compared with almost £374m the year before.

Although sharp and traumatic for a company which had roots there dating back to the early nineteenth century, the break with Guyana which finally occurred last summer, was long expected. By the early 1950s it had become clear that Guyanese resentment against the traditional sugar producers made the company vulnerable. A train of acquisitions and diversifications elsewhere was set in progress then which formed the basis of the present eight divisions.

Michael Cairne, the Booker McConnell chief executive, denies that the early acquisitions were haphazard, but he admits that they were put together in a hurry.

One major unsuccessful diversification was into the wholesale automotive business in western Canada in the 1960s. While no loss was made at the time of disposal in 1966, it was acknowledged that Booker's management strength was not adequate to operate it successfully.

Others were more successful. Booker today claims to be the largest food wholesaler in Britain (except perhaps for the CWS) and also has a large stake in food retailing.



Mr Michael Cairne, Booker McConnell chief executive: keen on the monitoring of each company's performance.

The groundwork for its food distribution division, where after-tax profits climbed by 64 per cent to £1.88m last year to make it the largest in the group, was laid with the purchase of Alfred Button and Sons in 1957. During the next 15 years came a series of purchases of similar companies, the latest of which was Kinloch (Provision Merchants) last November.

During the past five years or so the activities of the division ranging from Keen's cash-and-carry depots to Mace, one of the three largest voluntary grocery groups, and to deliveries to the catering trade—have been streamlined and rationalized.

The benefits of the modernization programme have begun to show during the past two years or so, to yield the very high percentage increase recorded for 1976. Mr Cairne says there is more growth to come, particularly from the catering side.

Health foods, in which Booker McConnell has a big stake and which has satisfyingly high profit margins, are also tipped for future growth

possibly abroad, as well as at home.

Fluid engineering, which with after-tax profits of £1.65m (up by 78 per cent on 1975) was the second largest profit contributor last year grew out of general engineering which in turn developed from the sugar business. The two subsidiaries, SPP Group and Plenty & Son, are involved in fluid engineering design and manufacture and market filters, pumps and other equipment for the oil and irrigation industries.

Plenty, which serves the oil industry, has benefited from the new search for oil arising from the Middle East crisis. Like SPP, Plenty is hopeful of developing export markets.

Of the six remaining divisions, the alcohol subsidiary United Rum Merchants (owned jointly with the American Hiram Walker company) supplies rum and Tia Maria liqueur, and arose from historical West Indian sugar connections.

A similar relationship can be traced in shipping where the Booker Line operates five ocean-going ships mainly carrying general manufactured goods from the United Kingdom and with sugar, rum and timber from the Caribbean. Likewise, the overseas trade division has from its origins in sugar various other activities including, retailing in several countries, Zambia among them.

The agriculture division, which earned an after-tax profit of £160,000 (down from £301,000) last year, provides managerial and technical services for projects, particularly sugar, in various countries and has similar fairly obvious connections with the traditional business.

The same can be said of the general engineering division which, among other things, specializes in plant and machinery for sugar producing. This division suffered a £53,000 after tax (compared with a profit of £935,000) last year owing mainly to the effects of inflation on a contract for a Sudanese sugar factory which was quoted at a fixed price.

Complete oddballs in the pack, however, are artists' services, handling copyrights of a

number of best-selling authors like Dennis Wheatley, Ian Fleming and Agatha Christie. This is said to have come about over a game of golf between the then chairman and Ian Fleming at an early stage of the diversification programme when the group was described as "lashing out looking for the gold pot at the end of the rainbow".

However, since the authors' division trades profitably—it turned in after-tax profits of £487,000 (up by 37 per cent) last year and can be run by "a man and a boy" from head office—nobody is anxious to see it chopped off for the sake of corporate tidiness.

Certainly, during its recent past Booker McConnell has demonstrated a rare ability to turn a large collection of small and sometimes eccentrically run businesses into workable units. Possibly its long and sometimes bitter experience in negotiating with governments in the sugar trade has helped, but so has tight financial discipline.

Both Mr Cairne and his deputy chief executive, Michael Whyte, are keen to ensure that there is continual monitoring of all companies' performances so that, in the event of any slippage, remedial action can be taken quickly.

Each of the divisions, which may be responsible for 12 or more separate subsidiaries, operates as a separate profit entity under an executive committee. This committee meets once a week and each month examines profit returns against forecast performance for new experience for some of the entrants who formerly "left things like tax calculations to the auditor". The committee also tries to establish a two-way flow of information so that ideas originating from the companies concerned can be evaluated.

Mr Cairne sees the group's main future growth coming from its existing businesses. But while he does not intend to increase the diversity of the group's operations, he equally will not commit it to turning down any useful acquisition opportunities if and when they arise.

Patricia Tisdall

## Business appointments

## Weir Alloy chooses managing director

Mr Derek Corrie has been made managing director of Weir Alloy Products, formed to specialize in ground engaging equipment manufactured by the Weir Group.

Mr David Black of Edward R. Buck & Sons, has been elected chairman of the Shire Manufacturers' Federation.

Mr Alan Clarke becomes finance director of Tube Investments machine division.

Mr Michael Thompson has been made managing director of Delta Mead International (UK).

Mr T. G. C. Halliwell has replaced Mr M. Isaacson as chairman of Harold Whitehead and Partners.

Mr Michael Rimmer becomes managing director of Comex Diving (UK).

As a result of the takeover by Louthby, Dunford and Elliott has appointed to the board the following directors: Mr R. W. Rowland, Mr F. A. Butcher, Mr Edward Camm, Mr E. F. Dunlop and Mr D. A. Norton.

Mr Geoffrey Lee has been appointed deputy chairman of British Gas Corporation's West Midlands region from April 1.

Mr Nigel Henley has been made managing director of Asia Pacific Capital Corporation. He is succeeded as an executive director of Citicorp International Bank by Mr David Banks.

Mr Derek Hindley has been made a director of Sinclair Radionics.

Mr C. H. F. Godber has been appointed managing director of Sella. Mr A. E. Aikman has joined the board.

Mr William Hill has been made managing director of GS Chemicals.

Mr G. V. Shaw becomes managing director of McKechie Metals.

Mr John Stephenson has joined the board of Northern Rock Building Society. Mr Anthony Dickinson has retired.

Mr Michael Farbank, Mr Christopher Sullivan and Mr Brian Bannister have been made directors of City Link Transport Holdings.

Mr J. G. Crammer joins the board of J. and J. Makin Paper Mills.

Mr Emery C. Johnson has been named managing director of Sales Trading.

Mr A. W. John has been elected chairman of Property Holdings and Investment Trust in succession to Mr D. Hewitt, who retiring, but will remain a director.

Mr Rand V. Araskop, executive vice-president of International Telephone and Telegraph Corporation, has been elected a director.

Mr F. G. Mann has been appointed a non-executive director of Exchange Telegraph (Holdings).

Mr Julian Markham has been elected president of the Incorporated Society of Valuers and Auctioneers.

Dr T. Brownlath is to be appointed an advisory member of the board of Unilever NV.

## In brief

## Call for pay rise to halt brain drain

Top management will continue to leave Britain unless the Government lets companies pay more, Mr Garry Long, deputy managing director of the MSL Group, a management consultants, said.

Overseas demand for executives was rising. His company's analysis of overseas demand for British executives showed that in 1975 average overseas demand was 700 executives a month. In 1976 it went to more than 1,000 a month and the figure showed no sign of dropping.

If incomes policy restrictions were lifted employers would probably have to pay bigger wage rises for executives than they had been used to.

## Sunday overtime for Ford plant

The Ford car plant at Halewood, Liverpool, worked its first Sunday overtime shift this year. It was in place of the small night shift due to be worked on Monday, Thursday, April 7, which has been cancelled to increase the time off over Easter.

About 4,000 production men worked in the bodystamping and assembly plants, and a management spokesman said last night they had produced up to 450 cars, mainly Escorts, worth just under £1m, at retail prices.

## Dunlop expansion

Dunlop is to invest £15m in expanding and modernizing its hydraulic hose operations in the North East. The scheme includes a new factory at Sunderland, which will provide up to 80 jobs by the end of the year, and new equipment at the Gateshead factory, according to a spokesman.

## Hongkong buyers

A Hongkong buying mission will visit London from May 10 to 13 to look at the market for industrial raw materials and advanced consumer goods. The delegation will be interested in products including textiles, chemicals, dyestuffs, metals, machinery and domestic equipment.

## Cheaper coffee hope

World green coffee prices "may begin to drop by the end of the year", Mr William C. Bowser, a United States Government analyst, has forecast in *Foreign Agricultural Magazine*, but he said, there would have to be a "sizeable drop-off" in total demand in 1977.

## LETTERS TO THE EDITOR

## Frittering away the oil windfall from the N Sea

From Mr Terry Simms

Sir, While I can think of "worse things than North Sea oil" that could happen to this country, there are many of us who share Robert Davies' fear (Business Letters, March 24) that we will just fritter this windfall away—indeed we have already made a good start on this. With debts amounting to £20,000m (or are they £40,000m?) and allowing for the interest charges on this accumulating debt, about one third and possibly more of our North Sea oil (at today's price) is already committed to paying off this debt.

With the prospect of a revaluing 5 (thanks to North Sea oil) making our manufactured goods uncompetitive on the world markets, the massive investment we are going to make in other energy sources (be they coal, nuclear, wave or other forms of solar energy), and the euphoria and expectations already created by all the propaganda (much of this government insti-

gated), the prospect for the 1990s is positively frightening.

We are condemning ourselves, our children and our grandchildren to a future of disillusionment, misery and even conflict—but to whom do we look to raise our awareness to the level where we will have both the ability and the will to look and act ahead?

As I see it, the initiative has to come from ourselves, as individuals, and it is only the hope that we will be able to encourage ourselves to take more responsibility for our individual actions, for example, saving more responsibly than we have done these past decades in the mandates we give our governments (but this is only one aspect of our "actions") that sustains my main hope for the future.

Yours optimistically,  
TERRY SIMMS,  
49 Heaton Grove,  
Bradford 5,  
West Yorkshire,  
March 24.

## Higher charges for gas

From Mr Kenneth Winkles  
Sir, Surprisingly, there does not seem to have been any protest on the part of gas consumers concerning the intention of the Gas Board and the Government to raise charges retrospectively based on first meter readings after April 1. This means that the heavy winter quarter will be caught without warning.

How are people expected to budget if retrospective charges are to be raised in this manner? The proposal may be legal—I do not know—but it is certainly immoral. Can only suggest all meters be read by householders on March 31 and the readings submitted promptly to the gas board.

Yours faithfully,  
KENNETH WINKLES,  
Moore Wood,  
Sunningdale,  
Ascot, Berkshire,  
March 15.

## Objection to Hitachi plant proposal

From Mr J. C. Crowley

Sir, In response to *Business News* (March 21) that the Radio Industry Council objects to the proposal by the Japanese Hitachi company to establish a factory in Britain is almost unbelievable. There are some well-known large British companies who employ Japanese workers through their practice of importing Japanese hi-fi products and selling them here under British names. Why should objection be made to the employment of British workers by the Japanese in this country? Yours faithfully,  
J. C. CROWLEY,  
The Cottage on the Common,  
Chisleborough,  
Stilton Road, Hemdon,  
Somerset TA14 6TL,  
March 21.

## Tax certificates for subcontractors

From Mr A. Lewis

Sir, The Inland Revenue are bringing in new measures with effect from April 5 to counteract the abuse of the "jump" system in the subcontracting industry. The new measures impose certain obligations on contractors to make tax deductions on payment to a subcontractor without the necessary certificate. The term "subcontractor" in this context includes many substantial bona fide and long-established companies.

There have been many hundreds of thousands of applications in the past few months. The Revenue appear to be totally incapable of coping with them all, and it seems

inevitable now that after April 5, chaos will prevail in the construction industry, which could result in a considerable number of contractors breaching the law, or alternatively, closing their business. The registration is, in effect, a licence to be in business, which exists in no other industry.

Is it not possible that some pressure be brought to bear on the Revenue to defer the introduction of the scheme to give them time to get their own house in order?

Yours faithfully,  
A. LEWIS,  
Lewis & Co.,  
29/31 Oxford Street,  
London, W1R 1RE.

## Marconi since the GEC merger

From Mr R. Telford

Sir, I found it hard to believe the evidence of my eyes when I read Mr Hardcastle's letter of March 1. I cannot begin to imagine his motives in writing such a letter but I can, and indeed must, comment on his misguided and unsupported assertions.

As managing director of the Marconi Company at the time of the merger with GEC, I can have no quarrel with the statement that Marconi was "an exciting entrepreneurial company with modern ideas", but Mr Hardcastle's total ignorance of the notable and continuing progress that has been made since the merger by the GEC-Marconi group of electronics companies, must mean that he has for some years closed his eyes, ears and mind to the facts that would have denied his allegations.

I am still the managing director of the Marconi Company and of GEC-Marconi Electronics Limited, and I can state proudly and categorically that our expansion since the merger has been impressive by any standards (as our competitors in research and development, must testify). Comparing 1976 with 1970, annual sales have trebled, whilst orders have increased five times (thus assuring even more rapid future expansion). Over the same period of time export orders have increased six times and the GEC-Marconi export level for this financial year will be over £200m.

Many will have noticed the recent increased penetration of the difficult US aviation and defence market (light control systems, laser and the GEC-Marconi export level for this financial year will be over £200m).

Efficiently to employ the staff we have recruited and also to re-quip existing staff with the modern equipment available, has meant a large capital investment programme which has been increasing substantially year by year. New factories are currently being built at Hillend in Scotland and Portsmouth in England to name but two. Many millions of pounds were spent last year, for example, on computers, automatic design and test equipment and numerically controlled machine tools and measuring equipment.

This continuing expansion by a company that is already one of the largest electronic engineering companies in the world could not have been achieved without the full backing of, and very positive stimulation from, Sir Arnold Weinstock and his colleagues on the GEC board.

With this background, morale in the company must be good, despite the social, political and economic environment in which engineering industry works today. Status is low; rewards are low and taxation and inflation are excessively high. Differentials have been considerably eroded and the material incentives to be creative and to assume extra responsibilities, be it in design, or marketing, or production are virtually non-existent. With the reducing expenditure of our home customers in defence, broadcasting and television, telecommunications and so on, we can only expand by still further increasing our exports in many divisions to 70 or 80 per cent of our total output.

And despite these appalling circumstances, we have to suffer the indignity of publicity being given in your great newspaper to the charge that we are a dull lot who compare very unfavourably with the dynamic efforts of the subsidiary of an American company whose greatness and contribution to the national well-being consists of importing about £23m of United States equipment and manufacturing a further £13m in the United Kingdom! Might not British be best for a change?

ROBERT TILFORD,  
GEC-Marconi Electronics,  
Marconi House,  
Chelmsford, CMI 1PL.

## South Wales seeks fresh work

Where in Britain hard, but it poses special problems for those parts of the country which are having to cope with the recession in the coal and steel industries.

In South Wales, which was one of the hardest hit regions of Britain during the 1930s, unemployment is still well above the national average and there are increasing worries about the future.

For what the recession is doing is to make it much harder to attract the new industries that are needed to continue the industrial restructuring necessary to break away from the old dependence on coal and iron.

These two industries, which have been the main pillars of employment in industrial South Wales, have declined sharply in relative importance in recent years. Coal employment over 80,000 people in 1965, now it employs less than 40,000.

The steel industry has seen slow progress towards building up the kind of modern sector which is a great deal more spread than it was 20 years ago, the successes of regional policy have been limited.

A recent study suggested that in South Wales some 30,000 jobs were created by government regional policy incentives in the 12 years to 1972.

Firstly, this is fairly impressive, but when it is examined more closely all sorts of worrying questions arise about how much impact the policy has really had and whether it will last.

Firstly, the jobs were for women. Although it is natural that female participation rates were rising in Wales

## Industry in the regions

as everywhere else in the United Kingdom during this period, jobs for women workers do not provide employment for displaced coalminers.

Secondly, the industries where the jobs were created—cars, clothing and footwear and engineering—are ones where the United Kingdom's competitiveness is gravely at question at the moment.

There is a real danger that the new growth industries brought in during the 1960s could turn out to be the greatest industrial problems of the late 70s and 80s.

This is particularly true of the footwear and clothing industries, which are facing ever tougher competition from abroad.

Faced with the problem, some government-backed agencies in Wales, like the Development Corporation for Wales, are making great efforts to attract new jobs, particularly in the service sector.

But they face a number of problems. The first is the current industrial strategy which commits it to cutting back on service jobs, particularly in the public sector. The second is the fact that regional policy, which for all its faults has been one of their strong cards in trying to attract industry, seems to be being applied less firmly.

Faced with this gloomy picture, there is one clear bright spot and one potential hope for the future. The great success story in Wales (apart, of course, from the continuing strength of the rugby team) is the Japanese companies that have been set up.

David Blake

March, 1977

These Notes having been sold, this announcement appears as a matter of record only

## SPAREKASSEN

sds

## Sparekassen SDS

(A Savings Bank established under Danish Banking Law)

U.S. \$25,000,000

8½ per cent. Capital Notes 1982

Issue Price 100 per cent.

Manufacturers Hanover Limited

Banque Bruxelles Lambert S.A.

S. G. Warburg &amp; Co. Ltd.

Chase Manhattan Limited

First Boston (Europe) Limited

Westdeutsche Landesbank Girozentrale

Banca del Gottardo

Crédit Commercial de France

First Chicago Limited

Nederlandsche Credietbank N.V.

Strauss, Tumbull &amp; Co.

Caisse des Dépôts et Consignations

Crédit Industriel d'Alsace et de Lorraine S.A.

Girozentrale und Bank der Österreichischen Sparkassen

Nippon European Bank S.A.

Trade Development Bank Overseas Inc.

Compagnie Monégasque de Banque

Effectenbank-Warburg











## FINANCIAL NEWS AND MARKET REPORTS

مكتبة النور

## Euromarkets

Optimism seems to be spreading through the European market as a continuing build-up in the calendar of scheduled offerings, writes AP-Dow Jones.

Seven Eurodollar issues totaling \$395m were scheduled as of last Friday and this amount did not include a \$100m 5.5-year note placement during the week of the European Economic Community (EEC).

Moreover, at least two other issues totalling another \$100m were expected to be added to the calendar by Monday.

While two Eurodollar issues totalling the equivalent of about \$120m were also scheduled, a \$120m issue for Sweden, equivalent to about \$104m, was expected to be added to the calendar next week. Sweden, incidentally, is also expected to float a Eurodollar bond issue before long.

To a certain extent, underwriters ascribed the sudden build-up in the calendar to the need to get issues into the market before the Easter holiday in two weeks time. However, the increased activity in the Eurodollar market also reflected optimism that interest rates may stay level.

Indeed, one dealer commented that the possibility of a recession was encouraging portfolio managers to sell holdings in shares and transfer the proceeds into the bond market.

For some weeks, underwriters have refrained from floating issues of Eurodollar securities because of uncertainty caused by downward gyrations of the Canadian dollar as well as the political issue of Quebec separatism. However, conditions seem to have calmed down on both the exchange rate and

political fronts and, accordingly, the market for new Canadian issues is about to be reopened.

A syndicate headed by Union Bank of Switzerland (Securities) has scheduled a \$75m 10-year issue of Bell Canada with an indicated coupon of 8 per cent annually. The terms seem to be reasonably generous. Bell Canada has an outstanding \$60m, 8.75 per cent issue with about nine years left until maturity.

This issue was quoted on Friday at 105.25 bid to yield 7.91 per cent. So there was a possibility of switching out of the old issue into the new one with little loss of yield and at the same time lock in a capital gain. However, a rival issue was put into the market on Friday by a syndicate led by Deutsche Bank. This was a \$100m 10-year issue of Ontario Hydro also bearing 8 per cent.

## Canadian golds rise as budget fears depress South Africans

Fears that the rate of the withholding tax will be drastically increased when the South African budget is announced this week led to falls among most of the South African gold mines at the end of last week.

Rumours that the rate would be increased from 15 per cent started in New York on Thursday and quickly spread to London.

## Mining

foreign capital being invested in the major mineral developments is planning for.

However, while at the moment British and United States residents and companies may feel protected against any increased rate, the prospect cannot be bringing a warm glow to the hearts of investors, both corporate and private, domiciled in tax havens and in countries lacking double taxation agreements with South Africa.

South African gold shares have not been performing as they should have been over recent months despite the arguments of some of the more fervent advocates of the South African gold industry. The reason is simple—the shares have been unable to shrug off the shadow of political risk, although the strength from time to time.

But the reluctance to invest in South Africa will be all the greater if the withholding tax is raised to 25 per cent or 30 per cent. Brokers in London are also predicting a sharp rise, unless, of course, there is a setback in the gold price.

Desmond Quigley

	Jan 8	Feb 23	Mar 24	% chg
Dome	54.5	52	54	24.8
Compellor	54.5	52	54	24.8
Lake	54.5	52	54	24.8
Agnico Eagle	54.5	52	54	24.8
Gold	54.5	52	54	24.8
Gold S per	54.5	52	54	24.8
FT 100 Index	116.8	118.1	122.5	15
Kimberly	230	245	265	15
De Beers	200	215	230	15
P. S. Geduld	210	210	210	14.8
Praxair	220	230	240	15
Wellman	160	165	170	30

and consistent than most in its view of the corporate and private investor, it is not adverse to increasing its share of the take. The gold companies are still complaining bitterly about last year's increases in taxes and the loan levy.

But while the South African gold has not been too inspiring, more investors have been turning their attention to that forgotten (at least as far as the South Africans are concerned) band of Canadian gold producers. As the table shows, there have been some appreciable increases in the Canadian stocks while the rises among a sample of the South African gold shares have been so good (over the whole range of South African gold shares since January 6 while others have shown a greater increase).

A new breed of American investor in gold appears to be emerging and there is now wide

spread talk of the bullion price going to \$175 an ounce before long on the back of the resilience it has been showing of late coupled with good investment and fabrication demand.

On that scenario, Giant Yellowknife is looking very interesting since with its high costs—about \$135 an ounce—it is highly geared to advances but a few dollars an ounce in the bullion price. The charts are also predicting a sharp rise, unless, of course, there is a setback in the gold price.

If the South African budget does raise the withholding tax then the Canadian stocks could rise faster than the normal fundamentals dictate since investors anxious to retain a holding in gold shares may start switching out of South Africa.

Desmond Quigley

## ITT looking at several new acquisitions

International Telephone and Telegraph plans capital spending of \$740m this year compared with \$618m last year, Mr Francis Dumleavy, vice-chairman, says in the annual report.

Investments in research, development and engineering were expanded to a record \$252m and "one measure of the success of these programmes is our five-billion dollar backlog of orders at the year end", he said.

The group also plans to raise its authorized ordinary capital from \$150m to \$200m, as it has under review several acquisitions which could involve the issue of common stock or convertible securities. At March 9 about \$7m worth of ordinary stock was available for issue.

Mr Harold Gennep, chairman and chief executive, said the strong fourth quarter results for 1976 were an indication of renewed momentum and the improved world-wide economic conditions. ITT's management is confident that the group has now returned to its traditional pattern of growth and confidence that 1977 will prove to be one more outstanding year", he said.

There were excellent prospects in the telecommunications markets with the demand for both traditional equipment and

new technologies far exceeding the capabilities of systems at present in use throughout Europe.

Sony Corporation's net income reached US\$38.55m (£22.5m) in the first quarter to January. This compared with \$25.3m in the same period of the previous year, with sales at \$405.7m to \$453.5m. Sony expects both sales and earnings to grow throughout this year, but will maintain a cautious attitude towards any cost inflation which may arise.

The Carborundum Company of the United States has received acceptance for its agreed offers from 91 per cent of the ordinary and 89 per cent of the preference shares of Weyburn Engineering. Including the ordinary shares bought from the market after being acquired, Carborundum now controls 92 per cent of the ordinary.

Morison and Jones Holdings has received acceptance for its offer for Kimphar from 72.5 per cent in number of the shareholders to whom it was addressed. Morison and Jones Holdings now owns 81.4 per cent of Kimphar's total capital.

Delecta Trust and LRT Investments now have 45.66 of the voting rights of Amofagasta Railway following offers.

## Briefly

W. J. REYNOLDS  
On turnover up from £2.19m to £2.67m, per share profit of W. J. Reynolds Holdings rose from £25.00 to £30.00 in 1976. The total gross payment is being held at 0.84p.

N. BRITISH CANADIAN  
In the year to February 28, gross revenue of North British Canadian rose from £264.0m to £304.0m. Total gross payment up from 16.52p to 20.79p. Board proposes sub-division of ordinary shares into ordinary shares of 25p and then scrip issue of one 25p share for every two 25p shares held.

GIERS & DANDY  
Turnover for 1976 up from £6.71m to £7.52m and profits from £120.0m to £137.0m. Total gross payment raised from 2.27p to 2.5p.

ELECTRONIC MACHINE  
Turnover up from £791,000 to £1,020,000 for half-year to Oct 31. Pre-tax loss, £152,000 (profit £120,000). Group turnover running 50 per cent up on last year. Order books are over £730,000. First-half reorganization losses are now being absorbed by ordinary shares absorbed by second-half upturn, but 1977-78 should be a year of increasing profit.

## Freight report

As expected the past week has seen a slowing down in the pace of trading in the Gulf with a resulting softening in rates. The lull in trading which set in just after mid-month continues, although it was broken for a while as a spate of inquiries for vicc tonnage from New York.

The spate consisted of four vices of which two were fixed within hours and the others were reported to be closing in negotiating.

Charters obtained world-scale 28.9 and worldscale 29 on these two tankers, which represents a fall of about two points on the average vice rate level of a week ago.

Brokers forecast that the market will decline further over the next few weeks with rates likely to slip back a few more points.

The prompt fixing of the tankers reflects the current situation of adequate supply of tonnage readily available to absorb any inquiries arising for early first-half April requirements.

David Robinson

## Unit Trust Prices—change on the week

FT Index change on week 418.1—10.4 (2.4%)

Prev. Chg	Unit	Current	Prev. Chg	Unit	Current	Prev. Chg	Unit	Current	Prev. Chg	Unit	Current
Wk			Wk			Wk			Wk		
100.00	Barclays Bank	101.00	100.00	Consolidated Credits	111.00	100.00	First London Sec	111.00	100.00	C. Hoare & Co	101.00
100.00	Lloyds Bank	101.00	100.00	Nat Westminster	101.00	100.00	Rossminster Acc's	111.00	100.00	Shenley Trust	111.00
100.00	Williams & Glyn's	101.00	100.00	7-day deposits on sum of £10,000 and under 0.5% up to £25,000 7.5% over £25,000 7.5%	101.00	100.00			100.00		

## Weekly list of fixed interest stocks

Stock	Price	Yield	Stock	Price	Yield
3 STRAITS	100.00	8.99	Bank of India 1961	100.00	7.60
Amoco 1980	100.00	7.01	Bank of China 1966	100.00	7.60
Amoco 1985	100.00	7.01	Bank of China 1986	100.00	7.60
Amoco 1990	100.00	7.01	Bank of China 1986	100.00	7.60
Amoco 1995	100.00	7.01	Bank of China 1986	100.00	7.60
Amoco 2000	100.00	7.01	Bank of China 1986	100.00	7.60
Amoco 2005	100.00	7.01	Bank of China 1986	100.00	7.60
Amoco 2010	100.00	7.01	Bank of China 1986	100.00	7.60
Amoco 2015	100.00	7.01	Bank of China 1986	100.00	7.60
Amoco 2020	100.00	7.01	Bank of China 1986	100.00	7.60

## Bank Base Rates

Barclays Bank	101%
Consolidated Credits	111%
First London Sec	111%
C. Hoare & Co	101%
Lloyds Bank	101%
Nat Westminster	101%
Rossminster Acc's	111%
Shenley Trust	111%
Williams & Glyn's	101%

## The Commercial Bank of Australia Ltd.

Is pleased to announce the opening of its New York agency on Monday, 28th March, 1977. The agency will have the capacity to handle a wide range of international banking transactions, further expanding the Bank's overseas operations which already include London, Singapore, Tokyo, Bahrain and Port Vila.

Agent for New York is Mr. R. Lloyd Eberhard and Deputy Agent Mr. John G. T. Adams.

The Agency is located at: 59th Floor, New York N.Y. 10019 U.S.A.

Company	Price	Change	Gross	Yld	P/E
1,750 Airsprung Ord	35	-4.2	12.0	6.9	
295 Airsprung 18% CULS	118	-18.5	15.7	-	
700 Airsprung & Rhodes	28	-3.0	10.7	-	
1,289 Deborah Ord	95	+1.8	8.2	4.8	
230 Deborah 17% CULS	115	+6.7	15.2	-	
4,180 Henry Sykes	49	-2.2	4.5	5.7	
11,041 James Burroughs	30	-1.0	7.5	12.7	
2,387 Robert Jenkins	23	+1.2	25.0	10.7	5.2
2,997 Twinklark Ord	51	+4.2	12.0	19.7	-
1,438 Twinklark 12% ULS	54	+1.1	6.1	11.3	6.8
2,351 Unilock Holdings	72	-2.5	5.8	8.1	8.1
4,348 Walter Alexander	72	-2.5	5.8	8.1	8.1



## Capitalization and week's change

Account Days, Dealings Begin, Today. Dealings End, April 7. § Contango Day, April 12. Settlement Day, April 20

§ Forward bargains are permitted on two previous days.

(Current market price multiplied by the number of shares in issue for the stock quoted.)

**Get quoted  
in  
The Times.**

Everybody likes being quoted in The Times, particularly public companies. If you are not quoted, telephone Patricia Hildrey for details on 01-637 1234 extension 7506, or write to her at Times Newspapers Limited, New Printing House Square, Glyn's Inn Road, London WC2E 8EZ.

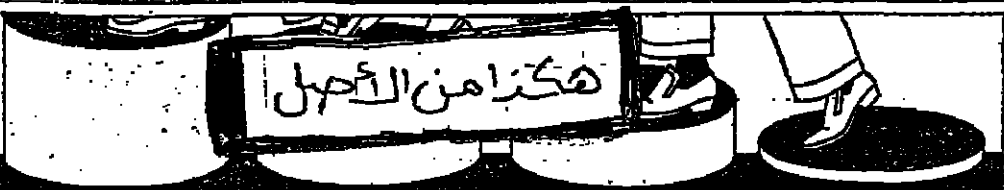
**THE TIMES**  
BUSINESS NEWS

## BUSINESS NEWS

[illegible]



## Stepping Stones



## What does it take to be an Army Officer?

## Arrogance?

Once upon a time, most of our soldiers were sons of the soil. Officers, with one or two exceptions, were the gentry.

Each understood his respective place in the scheme of things. The rank and file knew that if they stepped an inch out of line, they'd get an instant hammering.

Crude, but reasonably effective at the time.

Nowadays things are a whole lot more complicated. In the first place, our soldiers are well-educated. They are quick-witted and not at all subservient.

Some of them have had 9 years and more experience. All of them are professionals. It takes considerably more than a touch of class to win their allegiance and co-operation.

You have to know their job better than they know it themselves. And you have to be able to lead both physically and intellectually.

## An aversion to responsibility?

There is an old and fondly cherished idea that an Army Officer's life is totally controlled by orders from above. In fact an Army Officer carries a tremendous burden of responsibility.

At its simplest, this responsibility covers 30 trained soldiers. Tell them to do the wrong thing at the wrong time and someone could end up dead.

At its most complex, an Officer's responsibility involves decisions on questions of legality and morality under active service conditions.

Decisions which could later be judged by trained minds in conditions of peace and tranquillity.

At all times an Officer is responsible for the mental and physical well-being of the men under his command, and their equipment which can be extremely complex not to mention expensive.

And that alone is a lot more responsibility than most jobs offer a chap before his twenty-first birthday.

So if you're going to answer this advertisement, you'd better be a glutton for responsibility.

David Young

## Army Officer

## Careers for Young People

## A LARGE INTERNATIONAL ORGANISATION WITH OFFICES IN LONDON OFFERS CAREER OPPORTUNITIES TO A NUMBER OF YOUNG PEOPLE

Who have a high degree of integrity, a sense of responsibility and good written and verbal communication skills. The successful candidate will be a young person who is motivated, energetic, and has a strong desire to learn. The successful candidate will be a young person who is motivated, energetic, and has a strong desire to learn.

The work is carried out in spacious offices in a congenial and friendly atmosphere.

Write with brief particulars and telephone number to:

2 CHARTERHOUSE STREET, LONDON EC2N 6EX

## JOBS WITH A CHALLENGE

## ENTER THE WORLD OF ADVERTISING

The Advertising Manager of the Pharmaceutical Journal requires a Secretary to help him in his contacts with advertisers and keep his office running when he is out on business. The successful applicant will have good shorthand and typing skills and be adaptable enough to stand in when required for other members of the advertising department staff. Salary in the range of £2,500 to £2,700.

**ASSISTANT SUPERVISOR IN FILING DEPARTMENT**  
Our Central Filing Department is about to undergo a complete re-organisation and we need the right person interested in organising it right. If you have good shorthand and typing skills and can work on your own initiative this job could be just what you're looking for. Salary not less than £2,000.

**PUBLIC RELATIONS OPPORTUNITY**  
Secretary Assistant wanted for busy press office to work for LEAD OF PUBLICATION. Work will bring you in contact with newspapers, Radio, T.V. and Parliament. If you have good shorthand and typing skills and can work on your own initiative this job could be just what you're looking for. Salary not less than £2,000.

The working conditions are excellent in modern offices overlooking the Thames. Just 12 minutes walk from Waterloo Station. Benefits include a superannuation scheme, 4 weeks holiday and a subsidised restaurant. Hours are 9 to 5 Monday to Friday. Telephone the Office Manager for an appointment on 01-753 0141. The Pharmaceutical Society of Great Britain, 1 Lambeth High Street, London, S.E.11.

## MARKETING ASSISTANT

£3,500

Dynamic Marketing Director

with extensive experience

in a leading firm. Just a

few days' work. Salary

£3,500 per week. Apply to

Mr. J. H. Smith, 100

Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

100 Whitehall, London, W.C.2.

01-753 0141.

## How the secretary-bird can feather her nest

In general there are two types of secretary: Those who constantly seek out more responsibility to make their jobs more interesting and themselves indispensable, and those who are poorly educated and have blundered into office work.

Those secretaries in the first category are valuable assets to their employers, who know only too well the importance of making a job as interesting as possible. A well trained secretary need never be out of work and never bored with his or her job.

Many firms have discovered that the qualities which make an efficient secretary are precisely those which are necessary in a senior executive post and many are willing to forgo formal academic qualifications in exchange for sound secretarial experience.

Of course, many jobs are offered as, or are converted to become by the enthusiastic applicant, "stepping stones" to a more rewarding career, and it seems that on the whole it is secretarial and office jobs which offer the most potential for this.

Recent research has shown that a high proportion of young people in clerical posts are dissatisfied and would prefer to do something more ambitious. Statistics show that 56 per cent of men and 41 per cent of women who leave one office job for another do so to get more job satisfaction.

The main areas where it seems that a mundane job can be converted into the beginnings of a satisfying career are in advertising, marketing, public relations, sales promotion, and the travel industry. Because of the nature of these businesses skill and flair are quickly recognized and traditionally encouraged.

Sadly, there are other areas where there is an emphasis on formal qualification, to the extent that in some offices the over-qualified secretary dominates. In some cases considerable job-satisfaction problems are created, although advertisements are now appearing which insist that applicants for certain jobs should not have been educated to university level.

Whether this is the start of a more realistic approach to levels of qualification remains to be seen, but increasingly in job training or retraining is being regarded of prime importance.

Now that unemployment is moving downwards and the much-talked-about economic recovery and new orders may actually be on their way, scope for retraining is increasing. Companies hoping to benefit from this boom will be investigating retraining to see what is required and who among its existing staff want to move up or two up the ladder.

Competition for trained office staff is fierce and the ambitious can turn this to their advantage, if not financially, because of wage restraint at least in terms of job satisfaction.

Export houses, for instance, will hopefully be looking for new staff and young workers in such offices will be ideally placed to move a step upwards, as the complexity of the business and the jargon involved will already be familiar.

The nationalized industries are also aware of the need to move up the ladder in their offices and typing pools. The British Steel Corporation in 1974 issued a directive to its management that the names of able secretaries should be put forward as candidates for junior management vacancies.

A British Steel working party reported: "We are unconvinced that a natural progression for an intelligent young woman who

joins the corporation as a shorthand typist is simply to become a secretary, to a succession of increasingly more senior personalities."

Mr. Bernard Marks, probably the best known figure in the employment agency business, shares that opinion and has given evidence to a parliamentary committee that it is management that has created a large pool of temporary workers by failing to weed out unnecessary clerical work.

Mr. Marks is also of the opinion that "what an office staff want is not more money but more job-satisfaction and jobs which can lead to an important career. He has already written a book on this subject, pointing out to office workers the prospects open to them."

In his book, published three years ago, Mr. Marks gathered together interviews with 12 former secretaries who have gone on to be managers in journalism, banking, publishing, one to be an MP and another to join the board of Christie's.

The book points out that none of the girls had any formal training in management techniques, but learnt their management skills by watching their former bosses in action.

The point Mr. Marks makes is that had the girls been given formal training in management techniques, they would probably have started as management trainees. As girls they had to start in a secretarial job wielding a pencil.

At the time of Mr. Marks' book it was said by some commentators that able secretaries progressed in spite of rather than because of management attitudes. Whether this is still the case is arguable, but many secretaries have had to launch their own businesses to get the job satisfaction they seek.

David Young

## BUTTERWORTH

## EDITORIAL VACANCIES

Butterworth, the legal publishers, have three vacancies for sub-editors to join their editorial teams working on major publications and legal text-books. Applications are invited from those with an adequate and professional level of education with a sound knowledge of English law. Starting salary £2,400-£3,500, a.a.e. Applications in writing, giving full c.v. to Mr. Christopher Kent, Personnel Dept.

Butterworth & Co. (Publishers) Ltd., 88 Kingsway, London WC2B 6AB

## £2,350 neg.

French/English Secretary, 25

years experience, fluent in

languages for E.C.C. Bankers,

Partner in E.C.C. Bankers

for a second job.

£3,300

Secretary/Shorthand Typist,

20+ years experience, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

in French and English, fluent

## A STEP IN THE

RIGHT DIRECTION...

£2,250 plus prospects

Our clients are a group of

young Commodity Brokers

and they are looking for a

bright young Secretary who

would like to work in a

fourth atmosphere. This is

an ideal career opportunity

for a self-starter as they are

prepared to train you to

become a Broker.

For further details phone

STAFF INTRODUCTION SERVICES

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222

TALENTMARK

FREDRICK, LONDON W2 1BR.

01-222 5222



## Appointments Vacant also on page 18

All recruitment advertisements on this page are open to both male and female applicants.

### MARKETING CONSULTING

United States marketing company planning international expansion is seeking applicants for positions as marketing consultants. Must have excellent command of English language and annual earnings record over £8,500. We will pay all expenses including transportation and training in beautiful Arizona, USA, to ethical individuals with energy and ability to grasp this unique opportunity. Annual income potential is \$40,000 and up. No investment required. Apply in person to Grosvenor House, Park Lane, 9 a.m.-4 p.m. Telephone 499 6363. Mr. Donald Shure will interview for immediate replacement.

### FINANCE & ACCOUNTANCY

## INTERNATIONAL OIL GROUP PART QUALIFIED ACCOUNTANTS £5,000

Major Oil Group with worldwide interests are setting up a new London office and are offering a career to men. Prospects are excellent for part and full time. These opportunities include a wide range of exciting assignments. Accounting, Auditing, Finance, and the control of Purchasing Accounts. Age 24-35. For further information call Mr. A. Armstrong.

637 9922

### PRIME APPOINTMENTS

CHARTERED or Certified Accountant holder of practising certificate. Chartered Accountants, Goods & Services Tax, etc. 01-599 0005/2282.

OPENINGS at all levels in the Professional Accounting Firm. Consultancy, Kensington. 01-937 9321.

### GENERAL VACANCIES

## Opportunity for EXPERIENCED BOOKKEEPER

To join growing international subscription department in an established and happy environment. Excellent conditions, pay, salary, benefits. Please phone Mrs. Nash. 01-637 2211.

### AMERICAN

with valid driver's licence and executive ability required as a sales representative for a leading American company with international sales. Location: Dublin. Interesting work for a motivated person. Background: Age 24-35. Write with details and photo to: Mr. Managing Director, UNILCOMOTIVE LTD., 45-49 Upper O'Connell Street, Dublin 1, Co. Dublin.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

### NON-SECRETARIAL

## ALL THINGS BRIGHT AND BEAUTIFUL

Alfred Marks needs really bright, enthusiastic interviewers with a talent for getting on with people and a sense of humour, to make even a dull day seem fun. Know what you are doing, you are a commercial office experience or, even better, an agency background, you're for us! (But don't worry, we do operate excellent training schemes.) If you have the sort of self-motivation which turns rain into sunshine and you want a career with good promotion prospects and a chance to earn lots of money - then we'd love to meet you! If you are energetic, charming and aged between 23 and 35, then pick up the phone now and find out more from Mollie Routledge.

On 930 1609

Alfred Marks Bureau

14 Villiers Street, W.C.2

### PERSONAL STATIONERY

We have either full or part-time vacancies in our department which covers customers' requirements in stationery, printing and computer-related work. This is interesting and varied work and we give full training for the same. Please phone Mr. Pemberton or Mr. Karack.

01-222 2122

TRUSLOVE &amp; HANSON

Bookellers &amp; Court Stationers

225 Strand, London

SW1C 8LG

### GERED

Requires a number of intelligent assistants in their Westwood specialist shop in Regent Street, to sell china and glass to overseas visitors. Salary according to use and experience + generous commission and L.V.s.

Please ring Miss Tristram

at 734 7262.

### GENERAL VACANCIES

TRAINEE EXECUTIVE CONSULTANT. E.C.2 or W.1

If you are working with a leading international company, you will find this a most interesting and challenging role. We are looking for a trainee executive consultant to join our team. The role involves working with clients to identify their needs and develop solutions. You will be responsible for the day-to-day running of the business and for the development of new business. The role is a full-time position and offers a competitive salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

01-528 1031

ACCOUNTANCY PERSONNEL

63 Moorgate, London, E.C.2

Fully experienced

TRAVEL AGENT

Required in Brandon, Manitoba, Canada. Must have experience in a travel agency. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

March 28th to April 3rd

Please phone for appointment. Ask for Mrs. D. M. Cragg.

SECOND CHEF

required to join young team in small but very busy kitchen. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

PRENTICE (COMBIS),

235 6382

TWO REPS for N.E. and S.W. London for new company. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

SMALL YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

BRITISH YOUNG PERSON (27-35) required by a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

THREE PERSONS, male or female, required for a company owning a chain of shops. Must have experience in a shop or office. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

ADMIN. ASSISTANT, £3,000. Central Bank in the City. Work involves a variety of duties in the administration of the bank. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

AMBITIOUS YOUNG CHEF required for a new restaurant in Cork. Must have experience in a hotel or restaurant. Good salary and benefits. Apply to: Mr. D. M. Cragg, 10, Pembroke Road, W.11.

### SECRETARIAL



**IF YOU WANT TO MAKE  
MONEY BY WRITING  
JUST WRITE TO THE L.S.J**

The London School of Journal-  
ism can teach you, by corri-

[illegible][illegible][illegible]

54.  
 55.  
 56.  
 57.  
 58.  
 59.  
 60.  
 61.  
 62.  
 63.  
 64.  
 65.  
 66.  
 67.  
 68.  
 69.  
 70.  
 71.  
 72.  
 73.  
 74.  
 75.  
 76.  
 77.  
 78.  
 79.  
 80.  
 81.  
 82.  
 83.  
 84.  
 85.  
 86.  
 87.  
 88.  
 89.  
 90.  
 91.  
 92.  
 93.  
 94.  
 95.  
 96.  
 97.  
 98.  
 99.  
 100.

sonal

[illegible]

— — — — —



